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## EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Nos: 4100512/2021 And Others

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Public Final Hearing held in Edinburgh by  
Cloud Based Video Platform (CVP) on 26 July 2021 at 10am

Employment Judge: Mr A. Tinnion

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**Mr. Alan Rennie And Others**

**Claimants**  
**Represented by**  
**Mr. P. Kissen, Solicitor**

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**Allander Print Ltd. (In Administration)**

**Respondent**  
**No attendance**

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### **JUDGMENT**

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1. The claim of Claimant Mr. Hamish Skene is substituted as the lead case instead of the claim of Claimant Mr. Alan Rennie under Rule 36(4). No other order affecting the related cases is set aside or varied.
2. The Claimants' claims against the Respondent are well-founded.
3. It is declared that the Respondent breached its duties under ss.188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 (the "**1992 Act**").

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4. The Tribunal makes a protective award under s.189(2) of the 1992 Act in respect of the Claimants identified below ordering the Respondent to pay remuneration to each Claimant for a protected period of 90 days beginning on 14 December 2020 in a sum equal to 90 days pay.

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<b>No</b>	<b>Case No.</b>	<b>Claimant</b>
1.	4100520/2021	Mr Stuart Rooney
2.	4100515/2021	Mr Erick Gordon
3.	4100541/2021	Mr John James Robertson
4.	4100523/2021	Mr Fraser Leckie
5.	4100521/2021	Mr Gordon Hunter
6.	4100550/2021	Mr James McLeish
7.	4100514/2021	Mr David O'Connor
8.	4100543/2021	Mr Bruce Ewan Chalmers
9.	4100539/2021	Mr Gail Craig
10.	4100536/2021	Mr Brian Gibbs
11.	4100532/2021	Mr Neil Carr
12.	4100531/2021	Mr Alan Ferrie
13.	4100542/2021	Mr Joe Birchall
14.	4100516/2021	Mr Brian Smail
15.	4100545/2021	Mr Craig William Bolton
16.	4100518/2021	Mr Alex Brown
17.	4100546/2021	Mr Craig Morgan

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<b>No</b>	<b>Case No.</b>	<b>Claimant</b>
18.	4100530/2021	Mr Andrew Parkin
19.	4100547/2021	Mr Tom Stott
20.	4100538/2021	Mr Przemyslaw Penar
21.	4100529/2021	Mr Andrew Scott Emond
22.	4100528/2021	Mr Liz Mason
23.	4100551/2021	Mr Gary Holmes
24.	4100533/2021	Mr Pawel Dariusz Czajkowski
25.	4100519/2021	Mr David Gallacher
26.	4100549/2021	Mr Colin Syme
27.	4100534/2021	Mr John Heron
28.	4100527/2021	Mr Craig Rennie
29.	4100512/2021	Mr Alan Rennie
30.	4100513/2021	Mr Hamish Skene
31.	4100548/2021	Mr Chris Coates
32.	4100540/2021	Mr Niall Douglas
33.	4100525/2021	Mr Kevin Conn
34.	4100524/2021	Mr Kevin Craig Wilson
35.	4100537/2021	Mr Debra Gillespie
36.	4100535/2021	Mr Harry MacDonald
37.	4100526/2021	Mr Alan Rennie
38.	4100544/2021	Mr Craig Docherty

No	Case No.	Claimant
39.	4100522/2021	Mr Kenneth Mair
40.	4100517/2021	Mr Julia Czajkowska

Employment Judge: Antoine Tinnion

Date of Judgment: 26 July 2021

Entered in register: 30 August 2021

5 and copied to parties

Note

1. The Respondent's administrators notified the Tribunal by email on 13 April 2021 at 16:10 that they consented to the Claimants' claim proceeding.
- 10 2. The claim was heard on 26 July 2021. The Tribunal heard oral evidence from Mr. Hamish Skene and Mr. Kevin Conn (both former employees of the Respondent) and considered the oral submissions of Mr. Paul Kissen, the Claimants' solicitor.
3. The Tribunal granted the Claimants' solicitor's application to substitute Claimant  
15 Mr. Hamish Skene for Claimant Mr. Alan Rennie as Lead Claimant.
4. Reasons for the Judgment were given orally at the hearing.
5. Written reasons for the Judgment will not be provided unless they are asked for by any party at the hearing itself or by a written request presented within 14 days of the sending of the written record of the decision. If no such request is received,  
20 the Employment Tribunal shall provide written reasons only if requested to do so by the Employment Appeal Tribunal or a court.