



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4106840/2019 & Others (As per attached Schedule)  
Multiple Ref: M9086**

**Ms M Barr & others**

**Claimants**

**Our Power Energy Supply Limited  
(In Administration)**

**Respondents**

## **JUDGMENT**

### **Rule 21 of the Employment Tribunal Rules of Procedure 2013**

The respondent has stated in the ET3 that no part of the claim is contested and an Employment Judge has decided to issue the following judgment on the available material under rule 21:

- 1) The Claimants in the attached Schedule to this Judgment were employed by Our Power Energy Supply Ltd (in Administration)

## 4106840/2019 & Others

- 2) On 1 February 2019, the Claimants were dismissed by Our Power Energy Supply Ltd (in Administration) by reason of redundancy.
- 3) Our Power Energy Supply Ltd (in Administration) was obliged to inform and consult with the Claimants in accordance with the provisions of s.188 and S.188A of The Trade Union and Labour Relations (Consolidation) Act 1992 ("the Act"). They failed to do so.
- 4) On 31 January 2019 Blair Carnegie Nimmo, Saltire Court, 20 Castle Terrace, Edinburgh, EH1 2EG and Alistair McAlinden, 37 Albyn Place, Aberdeen, Grampian, AB10 1JB were appointed Administrators of Our Power Energy Supply Ltd (in Administration).
- 5) The Claimants have raised a complaint pursuant to section 189 of the Act seeking a protective award in respect of that failure.
- 6) The Tribunal declares the Claimants\* claims are well founded; makes a protective award in favour of the description of employees which includes all employees of Our Power Energy Supply Ltd (in Administration) who were dismissed within 90 days of 1 February 2019; and orders Our Power Energy Supply Ltd (in Administration) to pay remuneration for a protected period of 90 days from 1 February 2019.

**Employment Judge: S Maclean**  
**Date of Judgment: 03 October 2019**  
**Entered in register: 08 October 2019**  
**and copied to parties**

# Multiple Schedule

## Multiple: 9086 - Our Power (Energy) Ltd

<i>Case Number</i>	<i>Case Name</i>
4106840/2019	Ms Michelle Barr -v- Our Power (energy) Ltd & Others
4106841/2019	Mr Blair Eastwood -v- Our Power (energy) Ltd & Others
4106842/2019	Mr Andrew Donaldson -v- Our Power (energy) Ltd & Others
4106843/2019	Ms Rosslyne Band -v- Our Power (energy) Ltd & Others
4106844/2019	Ms Jane Jack -v- Our Power (energy) Ltd & Others
4106845/2019	Ms Elizabeth Harrison -v- Our Power (energy) Ltd & Others
4106846/2019	Mr Alexander Sives -v- Our Power (energy) Ltd & Others
4106847/2019	Mr Martin Nicholson -v- Our Power (energy) Ltd & Others
4106848/2019	Ms Ayanima Biswas -v- Our Power (energy) Ltd & Others
4106849/2019	Mr Michael Knott -v- Our Power (energy) Ltd & Others
4106850/2019	Mr Scott Innes -v- Our Power (energy) Ltd & Others
4106851/2019	Mr Ryan Drummond -v- Our Power (energy) Ltd & Others
4106852/2019	Ms Claire Drysdale -v- Our Power (energy) Ltd & Others
4106853/2019	Mr Ryan Wilson -v- Our Power (energy) Ltd & Others
4106854/2019	Mr Marius Kilis -v- Our Power (energy) Ltd & Others
4106855/2019	Mr James Ross -v- Our Power (energy) Ltd & Others
4106856/2019	Ms Pauline Rennie -v- Our Power (energy) Ltd & Others
4106857/2019	Ms Tracey Anderson -v- Our Power (energy) Ltd & Others
4106858/2019	Mr Barry Sclater -v- Our Power (energy) Ltd & Others
4106859/2019	Ms Debra Clason -v- Our Power (energy) Ltd & Others
4106860/2019	Mr Craig Osnowski -v- Our Power (energy) Ltd & Others
4106861/2019	Mr Jonathan Preston -v- Our Power (energy) Ltd & Others
4106862/2019	Ms Lara Sinclair -v- Our Power (energy) Ltd & Others
4106863/2019	Mr Ross Acamovic -v- Our Power (energy) Ltd & Others
4106864/2019	Mr Ryan Gibson -v- Our Power (energy) Ltd & Others
4106865/2019	Mr Jason Tucker -v- Our Power (energy) Ltd & Others
4106866/2019	Ms Sophie Doig -v- Our Power (energy) Ltd & Others
4106867/2019	Ms Kim Henderson -v- Our Power (energy) Ltd & Others
4106868/2019	Mr Robbie Laird -v- Our Power (energy) Ltd & Others
4106876/2019	Mr Robert Johnstone -v- Our Power (energy) Ltd & Others
4106877/2019	Mr Colin Scott -v- Our Power (energy) Ltd & Others
4106878/2019	Ms Becky Sowersby -v- Our Power (energy) Ltd & Others
4106879/2019	Ms Emily Forster -v- Our Power (energy) Ltd & Others
4106880/2019	Mr Caelan MacDonald -v- Our Power (energy) Ltd & Others
4106881/2019	Mr Gunduz Ozturk -v- Our Power (energy) Ltd & Others
4106882/2019	Mrs Mandy Milne -v- Our Power (energy) Ltd & Others
4106883/2019	Mr James McIntyre -v- Our Power (energy) Ltd & Others
4106884/2019	Ms Valerie Reid -v- Our Power (energy) Ltd & Others
4106885/2019	Mr Andrew Moffett -v- Our Power (energy) Ltd & Others
4106886/2019	Ms Katy McIntyre -v- Our Power (energy) Ltd & Others
4106887/2019	Mr Kevin Wight -v- Our Power (energy) Ltd & Others
4106888/2019	Mr Shaun McRaith -v- Our Power (energy) Ltd & Others

# *Multiple Schedule*

## **Multiple: 9086 - Our Power (Energy) Ltd**

<i>Case Number</i>	<i>Case Name</i>
4106889/2019	Mr Mark Payne -v- Our Power (energy) Ltd & Others
4106890/2019	Mr Steven Scott -v- Our Power (energy) Ltd & Others
4106891/2019	Ms Kathryn McNeill -v- Our Power (energy) Ltd & Others
4106892/2019	Ms Felicity Sargent -v- Our Power (energy) Ltd & Others
4106893/2019	Mrs Susan Sclater -v- Our Power (energy) Ltd & Others
4106894/2019	Ms Jenna Amos -v- Our Power (energy) Ltd & Others
4106895/2019	Mr Nabeel Zamir -v- Our Power (energy) Ltd & Others
4106896/2019	Ms Sarah Tolmie -v- Our Power (energy) Ltd & Others
4106897/2019	Mr Stuart Rance -v- Our Power (energy) Ltd & Others
4106898/2019	Ms Satveera Singh -v- Our Power (energy) Ltd & Others