



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case Number: 4102528/2020 & Others per attached schedule**

**Employment Judge S MacLean**

**Ms CS Bryson  
[& 12 other claimants per attached schedule]**

**Claimants**

**77 Hospitality UK Limited (in Liquidation)**

**Respondent**

## **JUDGMENT**

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

The Employment Judge has decided to issue the following judgment on the available material under rule 21.

1. The claimants are entitled to bring this claim because the complaint concerns a failure relating to the election of employee representatives, and the claimants were employees dismissed as redundant.

2. No response was presented to these claims within the applicable time limit.
3. The respondent is in compulsory liquidation but the relevant court granted permission for the continuation of these proceedings on 22 July 2021 .
4. The complaint that the respondent failed to comply with a requirement of section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
5. The respondent dismissed as redundant more than 20 employees at one establishment within a period of 90 days or less.
6. The respondent failed to ensure that employee representatives were elected in accordance with S.188A, and then to consult with them in accordance with s.188.
7. The Tribunal makes a protective award in respect of employees employed at 161 Springfield Road, Aberdeen whose dismissal has failed to comply with a requirement of s.188 and the respondent is ordered to pay remuneration for the protected period. The protected period begins with 13 February 2020 and is for 90 days.

Employment Judge: Shona MacLean  
Date of Judgment: 28 July 2021  
Entered in register: 29 July 2021  
and copied to parties

## Multiple Schedule

Multiple:

9374 - 77 Hospitality Uk Ltd

Case Number	Case Name
4102528/2020	Ms Caroline Sarah Bryson -v- 77 Hospitality Uk Ltd (in liquidation)
4102529/2020	Miss Caroline Sarah Bryson -v- 77 Hospitality Uk Ltd (in liquidation)
4102530/2020	Miss Gemma Anderson -v- 77 Hospitality Uk Ltd (in liquidation)
4102531/2020	Mr Tuzu Ciprian Alexandru -v- 77 Hospitality Uk Ltd (in liquidation)
4102532/2020	Mr Gabriel Debu -v- 77 Hospitality Uk Ltd (in liquidation)
4102533/2020	Mr James Gellatly -v- 77 Hospitality Uk Ltd (in liquidation)
4102534/2020	Mr George Bijumon -v- 77 Hospitality Uk Ltd (in liquidation)
4102535/2020	Mr Sergio Miguel Vaz Gomes -v- 77 Hospitality Uk Ltd (in liquidation)
4102536/2020	Miss Jayne Groundwater -v- 77 Hospitality Uk Ltd (in liquidation)
4102537/2020	Miss Molly McIntosh -v- 77 Hospitality Uk Ltd (in liquidation)
4102538/2020	Miss Nicoleta Roaica Ion -v- 77 Hospitality Uk Ltd (in liquidation)
4102539/2020	Mr George Puliyn Yacob -v- 77 Hospitality Uk Ltd (in liquidation)
4102540/2020	Miss Gabriela Schmuck Zardetto -v- 77 Hospitality Uk Ltd (in liquidation)
4102541/2020	Miss Nicole Abbie Watt -v- 77 Hospitality Uk Ltd (in liquidation)