



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Number: 4104106/2022 and others (per attached schedule)

Employment Judge M Robison

**Mr J Alexander-Hain and others
(per attached schedule)**

Claimants

Roadbridge UK Limited (In Administration)

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 administration, but the administrator consented to the continuation of these proceedings in a letter dated 05 July 2022.
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 contracted from the Hertfordshire office and the respondent is ordered to pay remuneration for the protected period. The protected period begins with 16 March 2022 and is for 90 days.

Multiple Schedule

Multiple: 4100261 - Roadbridge UK Limited (In Administration)

CaseNumber	CaseName
4104106/2022	Mr JasonAlexander-Hain
4104107/2022	Mr jason alexander-hain
4104108/2022	Miss michaela baldock
4104109/2022	Miss emma black
4104110/2022	Mr cathal brady
4104111/2022	Ms laura burlau
4104112/2022	Mr seamus doherty
4104113/2022	Mr Stanislaw domaradzki
4104114/2022	Mr william fennessy
4104115/2022	Mr bernard harkin
4104116/2022	Mr kusay hussain
4104117/2022	Mrthomas kelly
4104118/2022	Mr paul kennedy
4104119/2022	Mr alan kyne
4104120/2022	Miss helen naughton
4104121/2022	Miss lisa nicholson
4104122/2022	Miss emma rogers
4104123/2022	Mr cian ruane
4104124/2022	Mr grzegorz rusnak
4104125/2022	Mr edward rutherford
4104126/2022	Mr gary somers
4104127/2022	Mr john walsh
4104128/2022	Mr gary williams
4104129/2022	Miss monika wojda
4104130/2022	Mr peter halliday
4104131/2022	Mr Josephswan

17

Employment Judge:
Date of Judgment:
Entered in register:
and copied to parties

M Robison
5 September 2022
9 September 2022

