



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case Number: 4104729/2022 & Others per attached schedule**

**Employment Judge L Doherty**

**Mr R Beveridge**

**Claimant**

**CMS Enviro Systems Ltd (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 this claim 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 24 November 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 the claimants as employees who were dismissed as redundant at the respondent's workplace at Hayfield Depot, Hayfield Place, Kirkcaldy, Fife, KY2 5DR and the respondent is ordered to pay remuneration for the protected period. The protected period begins with 05 May 2022 and is for 90 days.

Employment Judge: L Doherty  
Date of Judgement: 06 December 2022  
Entered in register: 12 December 2022  
and copied to parties

Case Ref	SubMultiple	Flag1	Flag2
4104734/2022			
4104735/2022			
4104736/2022			
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4104743/2022			

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