



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4102295/2022 (and others per attached schedule)

5

Employment Judge M Kearns

Mr S Woods

Claimants

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Roadbridge UK Ltd – In Administration

Respondent

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

15 This Judgment is made by consent in accordance with Rule 64 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013.

The Judgment of the Employment Tribunal was that the respondent has failed to comply with its obligations under Sections 188A and 188 of the Trade Union and Labour Relations (Consolidation) Act 1992. The Employment Tribunal makes a protective award under section 189 of that Act in favour of the claimants who were
20 all made redundant on 16 March 2022 and orders the respondent to pay remuneration to the claimants for the agreed protection period of 8 weeks starting on 16 March 2022.

REASONS

25 **Agreed findings in fact**

1. The lead claimant is Sean Woods. The lead claimant resides at 85 Canniesburn Drive, Bearsden, Glasgow, G61 1RX.
2. The respondent is Roadbridge UK Ltd, 11th Floor Landmark, St Peters Square, 1 Oxford Street, Manchester, M1 4PB. The Respondent was a
30 construction company.

3. The lead claimant's place of work was Sholto Cres, Righead Industrial Estate, Bellshill, ML4 3LX.
4. The lead claimant was one of approximately 300 employees. On 16 March 2022, the employees were dismissed by reason of redundancy.
- 5 5. The claimants were not consulted with regard to the impending closure of the company.
6. There was no recognised trade union within the workplace. There were no other existing representative bodies with appropriate authority to consult with the employer on behalf of the employees.
- 10 7. Prior to the date of the redundancies, the respondent failed to consult about the dismissals appropriate representatives of any of the employees who may be affected by the proposed dismissals.
8. There were no special circumstances which would render such consultation not reasonably practicable. The respondent took no reasonable steps towards compliance with the requirement to consult.
- 15 9. The respondent was under an obligation pursuant to s.188 and s.188A of the Trade Union and Labour Relations (Consolidation) Act 1992 to consult about the dismissals appropriate representatives of the employees who may be affected by the proposed dismissals. The respondent failed to consult any such representatives about the dismissals.
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Mary Kearns
Employment Judge

14 July 2022
Date of Judgment

Date sent to parties

15 July 2022

	Multiple Schedule
Multiple:	4100220 - Roadbridge UK Ltd
Case Number	Case Name
4102295/2022	Mr Sean Woods -v- Roadbridge UK Ltd - In Administration
4102638/2022	Mr Michael Meehan -v- Roadbridge UK Ltd
4102640/2022	Mr Alan Dunne -v- Roadbridge UK Ltd
4102642/2022	Mr Craig Black -v- Roadbridge UK Ltd
4102654/2022	Mr Andrew Wilson -v- Roadbridge UK Ltd
4102655/2022	Ms Kayla Watson -v- Roadbridge UK Ltd
4102656/2022	Ms Laura Carey -v- Roadbridge UK Ltd
4102657/2022	Mr Ian Moore -v- Roadbridge UK Ltd
4102658/2022	Mr Julius Wallace -v- Roadbridge UK Ltd
4102659/2022	Mr Robert Gibson -v- Roadbridge UK Ltd
4102660/2022	Mr George MacKay -v- Roadbridge UK Ltd
4102662/2022	Mr Drewan John Murray -v- Roadbridge UK Ltd
4102663/2022	Mr Nigel Melville -v- Roadbridge UK Ltd
4102666/2022	Mr James Campbell -v- Roadbridge UK Ltd
4102667/2022	Mr David Corbett -v- Roadbridge UK Ltd
4102669/2022	Mr Mical Knop -v- Roadbridge UK Ltd
4102670/2022	Mr Greig Charles Meikle -v- Roadbridge UK Ltd
4102671/2022	Mr Mark Collins -v- Roadbridge UK Ltd
4102672/2022	Mr Robert Gray -v- Roadbridge UK Ltd
4102673/2022	Mr Christopher McLaughlin -v- Roadbridge UK Ltd
4102674/2022	Mr Steven Given -v- Roadbridge UK Ltd
4102675/2022	Mr William John Francis Tipping -v- Roadbridge UK Ltd
4102676/2022	Mr Ross McColl -v- Roadbridge UK Ltd
4102677/2022	Mr Cathel Docherty -v- Roadbridge UK Ltd
4102681/2022	Mr Eric Bell -v- Roadbridge UK Ltd
4102683/2022	Mr Benjamin John Malcolm Macrae -v- Roadbridge UK Ltd
4102684/2022	Mr John O'Malley -v- Roadbridge UK Ltd
4102685/2022	Mr Callum MacAlasdair -v- Roadbridge UK Ltd
4102686/2022	Mr Cameron Scobbie -v- Roadbridge UK Ltd
4102687/2022	Mr Jason Alexander-Hain -v- Roadbridge UK Ltd
4102688/2022	Mr Ruaridh MacDonald -v- Roadbridge UK Ltd
4102689/2022	Ms Emma Rogers -v- Roadbridge UK Ltd
4102690/2022	Ms Michaela Baldock -v- Roadbridge UK Ltd
4102691/2022	Mr David English -v- Roadbridge UK Ltd
4103807/2022	Mr Pat Green -v- Roadbridge UK Ltd - In Administration
4103808/2022	Mr Neil Green -v- Roadbridge UK Ltd - In Administration
4103810/2022	Mr Kieran Pugh -v- Roadbridge UK Ltd - In Administration
4103811/2022	Mr Martin Mulholland -v- Roadbridge UK Ltd - In Administration
4103812/2022	Mr Shaun Scott -v- Roadbridge UK Ltd - In Administration