



EMPLOYMENT TRIBUNALS

Claimants: Mr D Middleton plus 24 further Claimants as per the Schedule
Respondent: R & M Utility & Civil Engineering South West Limited (In Voluntary Creditors Liquidation)

Heard at: Bristol Employment Tribunal (by video)
On: 20 May 2024

Before: Employment Judge J Bax

Representation

Claimants: Mr D Middleton
Respondent: Did not attend

JUDGMENT

1. The application to add Mr Malcom Hewings as a Claimant is granted and he is added under case number 1401277/2024.
2. The Tribunal declares that the complaint that the Respondent, R & M Utility & Civil Engineering South West Limited (In Voluntary Creditors Liquidation), failed to comply with a requirement of section of 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA) is well founded and makes a Protective Award in respect of the Claimants listed in the Schedule to this Judgment, employees of the Respondent at its premises at Unit 38D, Greendale Business Park, Woodbury Salterton, Devon EX5 1EW, who were dismissed as redundant with others on or after 24 November 2022 and orders the Respondent to pay the Claimants remuneration for the protected period of (90) days beginning on 24 November 2022.

Employment Judge J Bax
Date 20 May 2024

JUDGMENT SENT TO THE PARTIES ON
07 June 2024 By Mr J McCormick

Case No: 1401170/2023
Plus 24 as per the Schedule

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Schedule of Claimants

1.	<u>David Middleton 1401170/2023</u>
2.	<u>Aaron Chapple 1403857/2023</u>
3.	<u>Catherine Barnaschone 1403858/2023</u>
4.	<u>James West 1403859/2023</u>
5.	<u>Stephen Allen 1403860/2023</u>
6.	<u>Robert Arnott 1403861/2023</u>
7.	<u>Brynn Phillips 1403862/2023</u>
8.	<u>Andrew Wright 1403863/2023</u>
9.	<u>Chris Prowse 1403864/2023</u>
10.	<u>Adam Tregale 1403865/2023</u>
11.	<u>Oliver McCarten 1403866/2023</u>
12.	<u>Henry Felton 1403867/2023</u>
13.	<u>Samantha Phillips 1403868/2023</u>
14.	<u>Paul Stanworth 1403869/2023</u>
15.	<u>Julia Woodman 1403870/2023</u>
16.	<u>Andrew King 1403871/2023</u>
17.	<u>Jason Cameron 1403872/2023</u>
18.	<u>Johnathan Macey 1403873/2023</u>

Case No: 1401170/2023
Plus 24 as per the Schedule

19.	<u>Jake Pester 1403874/2023</u>
20.	<u>Jack Tolman 1403875/2023</u>
21.	<u>Kenneth Bones 1403876/2023</u>
22.	<u>Matthew Hewings 1403877/2023</u>
23.	<u>Simon Holmes 1403878/2023</u>
24.	<u>Jason Windsor 1403879/2023</u>
25.	<u>Malcolm Hewings 1401277/2024</u>