



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Number: 4106981/2023 & 135 others

Employment Judge S MacLean

Mr S Shields

Claimants

And 135 others per attached schedule

Allma Construction 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 letters dated 12 September 2023, 10 October 2023, 24 October 2023, 30 October 2023, 31 October 2023 and 13 December 2023.

4. The complaints that the respondent failed to comply with a requirement of section 188 and section 188A 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. Under the terms of Rule 29 of the Employment Tribunal Rules of Procedure, the Tribunal Orders that these claims be considered together.
7. The Tribunal makes a protective award in respect of the claimants in the attached schedule, who worked at the respondent's premises at 28 Muriel Street, Barrhead, Glasgow, G78 1QB and were dismissed as redundant and the respondent is ordered to pay remuneration for the protected period. The protected period begins with 17 August 2023 and is for 90 days.

Employment Judge: S Maclean
Date of Judgment : 09 April 2024
Copied to Parties: 12 April 2024

Multiple Schedule

Multiple:

4100583 - ALLMA CONSTRUCTION LIMITED

Case Number	Case Name
4105316/2023	Mr James murphy -v- Allma Construction Limited (In Administration)
4105321/2023	Mr Terence McDermott -v- Allma construction (in administration)
4105504/2023	Mr Jack Anderson -v- Allma Construction Limited (In Administration)
4105505/2023	Mr John Brogan -v- Allma Construction Limited
4105506/2023	Mr Robert Brolly -v- Allma Construction Limited
4105507/2023	Mr David Callaghan -v- Allma Construction Limited
4105508/2023	Mr Garry Campbell -v- Allma Construction Limited
4105509/2023	Mr James Friel -v- Allma Construction Limited
4105511/2023	Mr Alex Graham -v- Allma Construction Limited
4105512/2023	Mr Robert Howie -v- Allma Construction Limited
4105513/2023	Mr Adam Kachach -v- Allma Construction Limited
4105514/2023	Mr Simon King -v- Allma Construction Limited
4105515/2023	Mr Ian King -v- Allma Construction Limited
4105516/2023	Mr Michael King -v- Allma Construction Limited
4105517/2023	Mr Colin Knowles -v- Allma Construction Limited
4105518/2023	Mr Stuart Lawrie -v- Allma Construction Limited
4105519/2023	Mr James Lennox -v- Allma Construction Limited
4105520/2023	Mr Darren Martin -v- Allma Construction Limited
4105521/2023	Mr Damion McAleer -v- Allma Construction Limited
4105522/2023	Mr Darren McBride -v- Allma Construction Limited
4105523/2023	Mr John McBride -v- Allma Construction Limited
4105524/2023	Mr Allan McGlinchey -v- Allma Construction Limited
4105525/2023	Mr Andrew McGowan -v- Allma Construction Limited
4105526/2023	Mr Anthony McIntyre -v- Allma Construction Limited
4105527/2023	Mr James McKinlay -v- Allma Construction Limited
4105528/2023	Mr Paul McManus -v- Allma Construction Limited
4105529/2023	Mr Graham McPhail -v- Allma Construction Limited
4105530/2023	Mr Jonathan Murray -v- Allma Construction Limited
4105531/2023	Mr Ronald Nailen -v- Allma Construction Limited
4105532/2023	Mr Darren Nailen -v- Allma Construction Limited
4105533/2023	Mr Paul Nailen -v- Allma Construction Limited
4105534/2023	Mr Ronnie Nailen -v- Allma Construction Limited
4105535/2023	Mr Mark Nailen -v- Allma Construction Limited
4105536/2023	Mr James Nicol -v- Allma Construction Limited
4105537/2023	Mr John Orr -v- Allma Construction Limited
4105538/2023	Mr Steven Potter -v- Allma Construction Limited
4105540/2023	Mr Mark Scally -v- Allma Construction Limited
4105541/2023	Mr Stuart Scott -v- Allma Construction Limited
4105542/2023	Mr Stuart Stirling -v- Allma Construction Limited
4105543/2023	Mr Alex Stirling -v- Allma Construction Limited
4105544/2023	Mr Connor Taylor -v- Allma Construction Limited
4105545/2023	Mr Graeme Thomson -v- Allma Construction Limited
4105546/2023	Mr Martyn Todd -v- Allma Construction Limited
4105547/2023	Mr David Webster -v- Allma Construction Limited
4105548/2023	Mr George Currie -v- Allma Construction Limited (In Administration)
4105549/2023	Mr Neil Higgins -v- Allma Construction Limited

4105550/2023 Mr Iain Hubbard -v- Allma Construction Limited
4105551/2023 Mr Andrew Mackie -v- Allma Construction Limited
4105552/2023 Mr Paul McGhee -v- Allma Construction Limited
4105553/2023 Mr Paul James McKeever -v- Allma Construction Limited
4105606/2023 David Stewart -v- ALLMA CONSTRUCTION LIMITED
4105607/2023 Mr Kevin Mille -v- ALLMA CONSTRUCTION LIMITED
4105608/2023 Mr RONNIE NORTON CRAIG -v- ALLMA CONSTRUCTION LIMITED
4105609/2023 Mr Darren Donachie -v- ALLMA CONSTRUCTION LIMITED
4105610/2023 Mr John Stirling -v- ALLMA CONSTRUCTION LIMITED
4105611/2023 Mr RONNIE CRAIG -v- ALLMA CONSTRUCTION LIMITED
4105612/2023 Ms Loraine Dougherty -v- ALLMA CONSTRUCTION LIMITED
4105613/2023 Mr Alexander Hyslop -v- ALLMA CONSTRUCTION LIMITED
4105614/2023 Mr Colin Johnstone -v- ALLMA CONSTRUCTION LIMITED
4105615/2023 Mr James Hail -v- ALLMA CONSTRUCTION LIMITED
4105616/2023 Mr Gary Duffy -v- ALLMA CONSTRUCTION LIMITED
4105617/2023 Mr Bernard Kangley -v- ALLMA CONSTRUCTION LIMITED
4105618/2023 Mr Christopher Swan -v- ALLMA CONSTRUCTION LIMITED
4105619/2023 Mr Ross Elder -v- ALLMA CONSTRUCTION LIMITED
4105620/2023 Ms Emily Reeve -v- ALLMA CONSTRUCTION LIMITED
4105621/2023 Mr Christopher Anderson -v- ALLMA CONSTRUCTION LIMITED
4105622/2023 Mr Neil McKenzie -v- ALLMA CONSTRUCTION LIMITED
4105623/2023 Mr Colin Thomson -v- ALLMA CONSTRUCTION LIMITED
4105624/2023 Mr Iain MacQueen -v- ALLMA CONSTRUCTION LIMITED
4105625/2023 Mr Kieran Moy -v- ALLMA CONSTRUCTION LIMITED
4105626/2023 Mr Brandon Rea -v- ALLMA CONSTRUCTION LIMITED
4105627/2023 Mr Joseph Ralph -v- ALLMA CONSTRUCTION LIMITED
4105628/2023 Mr Robert MacDonald -v- ALLMA CONSTRUCTION LIMITED
4105630/2023 Mr Gerard McClintock -v- ALLMA CONSTRUCTION LIMITED
4105631/2023 Mr Andrew Brown -v- ALLMA CONSTRUCTION LIMITED
4105632/2023 Mr Gary Gallagher -v- ALLMA CONSTRUCTION LIMITED
4105633/2023 Mr Rares-Valentin Tomescu -v- ALLMA CONSTRUCTION LIMITED
4105634/2023 Mr Barry Aitken -v- ALLMA CONSTRUCTION LIMITED
4105635/2023 Mr Stephen Andrew -v- ALLMA CONSTRUCTION LIMITED
4105636/2023 Mr Donald McMahan -v- ALLMA CONSTRUCTION LIMITED
4105637/2023 Mr Stuart Young -v- ALLMA CONSTRUCTION LIMITED
4105638/2023 Miss Melissa Walker -v- ALLMA CONSTRUCTION LIMITED
4105639/2023 Mr James McPartland -v- ALLMA CONSTRUCTION LIMITED
4105640/2023 Mr William Docherty -v- ALLMA CONSTRUCTION LIMITED
4105641/2023 Mr John Mullholland -v- ALLMA CONSTRUCTION LIMITED
4105642/2023 Mr Graeme Orr -v- ALLMA CONSTRUCTION LIMITED
4105643/2023 Mr Andrzej Oleszczuk -v- ALLMA CONSTRUCTION LIMITED
4105644/2023 Mr Donald Stewart Mackenzie -v- ALLMA CONSTRUCTION LIMITED
4105645/2023 Mr Ross Holland -v- ALLMA CONSTRUCTION LIMITED
4105646/2023 Mr Patrick McDonald -v- ALLMA CONSTRUCTION LIMITED
4105647/2023 Mr Stuart Cameron -v- ALLMA CONSTRUCTION LIMITED
4105648/2023 Mr John Irvine -v- ALLMA CONSTRUCTION LIMITED
4105649/2023 Mr Gerald Rea -v- ALLMA CONSTRUCTION LIMITED
4105650/2023 Mr John James Barr -v- ALLMA CONSTRUCTION LIMITED
4105651/2023 Mr John Douglas Barr -v- ALLMA CONSTRUCTION LIMITED
4105652/2023 Mr Sean Donnell -v- ALLMA CONSTRUCTION LIMITED

4105653/2023 Mr Scott Adams -v- ALLMA CONSTRUCTION LIMITED
4105654/2023 Mr Keiran Moy -v- ALLMA CONSTRUCTION LIMITED
4105655/2023 Mr David Alcorn -v- ALLMA CONSTRUCTION LIMITED
4105656/2023 Mr Daniel Alcorn -v- ALLMA CONSTRUCTION LIMITED
4105658/2023 Mr David Sutherland -v- ALLMA CONSTRUCTION LIMITED
4105659/2023 Mr James Petrie -v- ALLMA CONSTRUCTION LIMITED
4105660/2023 Mr Andrew Brownlie -v- ALLMA CONSTRUCTION LIMITED
4105661/2023 Mr James Greene -v- ALLMA CONSTRUCTION LIMITED
4105662/2023 Mr Donald Edment -v- ALLMA CONSTRUCTION LIMITED
4105663/2023 Mr Gerald McGowan -v- ALLMA CONSTRUCTION LIMITED
4105665/2023 Mr Donald Cameron -v- ALLMA CONSTRUCTION LIMITED
4105666/2023 Mr Gary O'Kane -v- ALLMA CONSTRUCTION LIMITED
4105667/2023 Mrs Shirley Wilson -v- ALLMA CONSTRUCTION LIMITED
4105668/2023 Mr Damian P'Donnell -v- ALLMA CONSTRUCTION LIMITED
4105670/2023 Mr James Loudon -v- ALLMA CONSTRUCTION LIMITED
4105671/2023 Mr Michael McCarron -v- ALLMA CONSTRUCTION LIMITED
4105672/2023 Mr Michael McKeown -v- ALLMA CONSTRUCTION LIMITED
4105673/2023 Mr Robert McKelvie -v- ALLMA CONSTRUCTION LIMITED
4105675/2023 Mr William Ryan -v- ALLMA CONSTRUCTION LIMITED
4105868/2023 Mr James Dunn -v- Allma Construction Limited (In Administration)
4105869/2023 Mr Kevin Donaghy -v- Allma Construction Ltd (In Administration)
4106981/2023 Stephen Shields -v- ALLMA CONSTRUCTION LIMITED (In Administration)
4106982/2023 Mr Stephen Shields -v- ALLMA CONSTRUCTION LIMITED
4106983/2023 Mr Alistair Mackillop -v- ALLMA CONSTRUCTION LIMITED
4106984/2023 Mr Darren Doherty -v- ALLMA CONSTRUCTION LIMITED
4106985/2023 Mr Terrence Doherty -v- ALLMA CONSTRUCTION LIMITED
4106986/2023 Mr Neil Paterson -v- ALLMA CONSTRUCTION LIMITED
4106987/2023 Mr Tom Doyle -v- ALLMA CONSTRUCTION LIMITED
4106988/2023 Mr David McCluskey -v- ALLMA CONSTRUCTION LIMITED
4106989/2023 Mr Paul Carolan -v- ALLMA CONSTRUCTION LIMITED
4106990/2023 Mr Brian Robertson -v- ALLMA CONSTRUCTION LIMITED
4106991/2023 Mr Max McCluskey -v- ALLMA CONSTRUCTION LIMITED
4106992/2023 Mr David Hall -v- ALLMA CONSTRUCTION LIMITED
4106993/2023 Mr Christopher David Ireland -v- ALLMA CONSTRUCTION LIMITED
4106994/2023 Mr John Cannie -v- ALLMA CONSTRUCTION LIMITED
4106995/2023 Mr Cameron Dalgliesh -v- ALLMA CONSTRUCTION LIMITED
4106996/2023 Mr Ian Mulholland -v- ALLMA CONSTRUCTION LIMITED
4106997/2023 Mr John Coventry -v- ALLMA CONSTRUCTION LIMITED
4106998/2023 Mr Andrew McKillop -v- ALLMA CONSTRUCTION LIMITED
4106999/2023 Mr William Gamble -v- ALLMA CONSTRUCTION LIMITED

