



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Zykov  
**Respondent:** Silverbird Global Limited (in administration)  
**Heard at:** East London Hearing Centre (in public; by CVP)  
**On:** 22 May 2025  
**Before:** Employment Judge E Gordon Walker (sitting alone)

## Representation

For the claimant: In person  
For the respondent: No attendance

**UPON** the administrator providing consent by letter dated 9 July 2024 to the commencement of proceedings for claims by individuals for a protective award.

**UPON** the Tribunal on 30 January 2025 having (1) given the claimant permission to amend his claim to add a claim for a protective award, and (2) granted the claimant an extension of time in which to bring his claim for a protective award.

# JUDGMENT

1. The respondent's premises at Level 39, One Canada Square, London, E14 5AB, constituted an establishment for the purpose of s188 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULR(C)A").
2. There was no recognised trade union or appointed or elected employee representatives for the purpose of s188(1B) of TULR(C)A.
3. The complaint that the respondent failed to comply with a requirement of s188 of TULR(C)A is upheld.
4. The Tribunal makes a protective award in favour of the claimant.

5. The Tribunal orders the respondent by way of a protective award under section 18(3) of TULR(C)A to pay to the claimant a payment equivalent to remuneration for the period of 90 days beginning on 14 March 2024.

**Employment Judge E Gordon Walker**  
**Date: 22 May 2025**

**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.

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