



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case Number: 4106649/2024 & 18 Others**

**Employment Judge M Whitcombe**

**Mr S Bleakley  
and 18 others as per attached schedule**

**Claimants**

**Ritchies H.G.V. Training Centre 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 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 23 September 2024.
4. The complaint 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. The Tribunal makes a protective award in respect of the claimants dismissed as redundant at the respondent's establishment at 60 Hobden Street, Glasgow, G21 4AQ and the respondent is ordered to pay remuneration for the protected period. The protected period begins with 28 May 2024 and is for 90 days.

**M Whitcombe**  
\_\_\_\_\_  
**Employment Judge**

**18 November 2024**  
\_\_\_\_\_  
**Date of judgment**

**Entered in register  
and copied to parties**

**19 November 2024**  
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## Multiple Schedule

**Multiple: 4100813 - RITCHIES H.G.V. TRAINING CENTRE LIMITED**

<b>Case Number</b>	<b>Case Name</b>
4106649/2024	Mr S Bleakley -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106650/2024	Mr W Campbell -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106651/2024	Mr D Ritchie -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106652/2024	Mr R Meek -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106653/2024	Mr K Russell -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106654/2024	Mr D Hynd -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106655/2024	Mr S Bleakley -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106656/2024	Mr D Crawford -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106657/2024	Mr D Munro -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106658/2024	Mr G Copland -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106659/2024	Mrs A McWhinnie -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106660/2024	Mr T Jones -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106661/2024	Mr J Burns -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106662/2024	Mr J Greenshields -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106663/2024	Mr G McGilvrey -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106664/2024	Mr S Johnston -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106665/2024	Ms D Toland -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106666/2024	Mr A T Mcavoy -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106667/2024	Mr G Cook -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED
4106668/2024	Mr S McGowan -v- RITCHIES H.G.V. TRAINING CENTRE LIMITED