



EMPLOYMENT TRIBUNALS

Claimant

(1) Mr Matthew Rogerson and Others; v
(2) Mrs Kelly Adey and Others

Respondent

(1) London, Irish, Scottish, Richmond
Limited (in administration);
(2) Secretary of State for Business,
Energy & Industrial Strategy

Heard at: Norwich (by CVP)
Before: Employment Judge Postle

On: 8 December 2023

Appearances

For the First Claimants: Mrs Young,
For the Second Claimants: Mr R Brian, Rugby Players Association
For the Respondents: Not represented and did not attend

JUDGMENT

1. To all Claimants as listed on the attached Schedule, the Tribunal grants a declaration that the Claimants' complaint that the Respondent failed to comply with a requirement of Section 188 of the Trade Union Labour Relations (Consolidation) Act 1992, is well founded.
2. The Tribunal finds that there should be a protective award paid to the affective employees at all affected sites (as appropriate) of the Respondent, who were dismissed as redundant on 8 June 2023.
3. The award shall be in respect of the protected period which begins with the date of the Claimant's dismissal, namely 8 June 2023, for a period of 90 days.
4. The Claimants are to be paid remuneration for a period of 90 days pursuant to Section 190(2) of the Trade Union and Labour Relations (Consolidation) Act 1992.
5. The Claimants are awarded 90 days per affected employee.

Employment Judge Postle

Date: 20 December 2023

Sent to the parties on: 4 January 2024

For the Tribunal Office

**List of cases for 3301064 - LONDON IRISH SCOTTISH RICHMOND LIMITED
(IN ADMINISTRATION)**

Case Number	Claimant Name
3310057/2023	Mr Matt Rogerson
3310058/2023	Mr Oliver Allan
3310059/2023	Mr Henry Arundell
3310060/2023	Mr Jacob Atkins
3310061/2023	Mr Ben Atkins
3310062/2023	Mr Joshua Basham
3310063/2023	Mr Monty Bradbury
3310064/2023	Mr Lucas Brooke
3310065/2023	Mr Josh Caulfield
3310066/2023	Mr Lovejoy Chawatama
3310067/2023	Mr Adam Coleman
3310068/2023	Mr Kyle Cooper
3310069/2023	Mr Matthew Cornish
3310070/2023	Mr Agustin Creevy
3310071/2023	Mr Connor Cross
3310072/2023	Mr Chandler Cunningham-South
3310073/2023	Mr Isaac Curtis-Harris
3310074/2023	Mr Ben Donnell
3310075/2023	Mr Michael Dykes
3310076/2023	Mr Caolan Englefield
3310077/2023	Mr Afolabi Fasogbon
3310078/2023	Mr Facundo Gigena
3310079/2023	Mr Jarlath Gleeson
3310080/2023	Mr William Goodrick-Clarke
3310081/2023	Mr Luke Green
3310082/2023	Mr Tarek Haffar
3310083/2023	Mr Jack Hamel-Cooke
3310084/2023	Mr Alexander Harmes
3310085/2023	Mr Ollie Hassell-Collins
3310086/2023	Mr Thomas Hitchcock
3310087/2023	Mr Oliver Hoskins
3310088/2023	Mr Paddy Jackson
3310089/2023	Mr Rory Jennings
3310090/2023	Mr Will Joseph
3310091/2023	Mr Louie Kirkham
3310092/2023	Mr George Makepeace-Cubitt
3310093/2023	Mr Isaac Miller
3310094/2023	Mr Luca Morisi
3310095/2023	Mr Chunya Munga
3310096/2023	Mr Oran Murphy
3310097/2023	Mr Hugh O'Sullivan
3310098/2023	Mr ciaran Parker

3310099/2023	Mr Tom Parton
3310100/2023	Mr Tom Pearson
3310101/2023	Mr Joe Powell
3310102/2023	Mr Matthew Rogerson
3310103/2023	Mr Calum Scott
3310104/2023	Mr Ed Scragg
3310105/2023	Mr Jacob Shortland
3310106/2023	Mr Robert Simmons
3310107/2023	Mr Joshua Smart
3310108/2023	Mr Oliver Stirling
3310109/2023	Mr James Stokes
3310110/2023	Mr Michael Summerfield
3310111/2023	Mr Logan Trotter
3310112/2023	Mr Joseph Vajner
3310113/2023	Mr Barend Van Rensburg
3310114/2023	Mr Jack Walsh
3310115/2023	Mr Ben White
3310116/2023	Mr Matthew Williams
3310117/2023	Mr Giosue Zilocchi
3310904/2023	Mr I Moore-Aiono

List of cases for 3301078 - LONDON IRISH SCOTTISH RICHMOND LIMITED (IN ADMINISTRATION)

Case Number	Claimant Name
3310435/2023	Mrs Kelly Adey
3310436/2023	Mr Kieran Mccarthy
3310437/2023	Mr Declan Danaher
3310438/2023	Mrs Kelly Adey
3310439/2023	Mr Topsy Ojo
3310440/2023	Mr Robert Palmer
3310441/2023	Mr Alex James
3310442/2023	Mrs Jackie Roy
3310443/2023	Mr Brian O'Leary
3310444/2023	Mr Nick Hess
3310445/2023	Mr James Lightfoot-Brown
3310446/2023	Mr Patrick O'Grady
3310447/2023	Mr Mathew Heeks
3310448/2023	Mr Richard Pryor
3310449/2023	Ms Paula Timpson
3310450/2023	Mrs Catherine Murphy
3310451/2023	Mr Will Crowley-Johnson
3310452/2023	Mr Bill Pulling
3310453/2023	Mr Jonathan Fisher
3310454/2023	Mr Jack Pattinson
3310455/2023	Mr Paul Cremin
3310456/2023	Mr Les Kiss
3310457/2023	Mr Declan Kidney
3310458/2023	Mr Duncan Coplestone
3310459/2023	Mr Johnny O'Hehir
3310460/2023	Mr Ben Cousins
3310461/2023	Mr Matthew Lamin
3310462/2023	Mr Guy Lewis
3310463/2023	Mr Bradley Davis
3310464/2023	Mr Brendan O'Shea
3310465/2023	Mr Pierre Clark
3310466/2023	Mr Harry Chesterman
3310467/2023	Mr Ross McMillan
3310468/2023	Mrs Carrie Exworth
3310469/2023	Mr Matthew Carpinter
3310470/2023	Mr Adrian Alli
3310471/2023	Mr Corniel van Zyl
3310472/2023	Mr Oliver Lawrenson
3310473/2023	Mr Fred Ellis
3310474/2023	Mr Rhys Gillings
3310475/2023	Mr James Leggett
3310476/2023	Ms Gaby Halloran

3310477/2023	Ms Jodi Clarke
3310478/2023	Mr Daniel Hill
3310479/2023	Mr Rhys Davies
3310480/2023	Mr Joe Gwyther
3310481/2023	Mr James Turner
3310482/2023	Mr Ryan Fitzgerald-Nolan
3310483/2023	Mr Joesph Price
3310484/2023	Mr Elliot Lam
3310485/2023	Mr Will Beck
3310486/2023	Mr James Tyler
3310487/2023	Mr Jack Haines