



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4100710/2019 & 21 others per attached schedule**

**Mr R Boni**

**Claimant**

**John Rae Limited (in Liquidation)**

**Respondents**

## **JUDGMENT**

### **Rule 21 of the Employment Tribunal Rules of Procedure 2013**

No response has been presented to these claims. Mr B Nimmo and Mr A McAlinden were appointed joint liquidators of the respondent. They have confirmed to the Tribunal by letter dated 22 January 2019 that they do not object to the claims continuing and do not intend to defend them.

The Employment Judge has decided to issue the following judgment on the available material under Rule 21:

- 1 The complaint that the respondent failed to comply with the requirements under Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
- 2 On or around 12 September 2018, the claimants and all employees of the respondent were advised not to return to work. No consultation or notice was given to the employees before their employment was terminated. The claimants were dismissed on 12 September 2018 by reason of redundancy.
- 3 The respondent dismissed more than 20 employees by way of redundancy within a 90-day period. All the employees were based at the same establishment.
- 4 There should be a protective award made in respect of such of the former employees of the respondent working at the respondent's establishment.

5 The protected period should be 8 weeks beginning on 12 September 2018.

Employment Judge:	Muriel Robison
Date of Judgement:	03 June 2019
Entered in register:	03 June 2019
And copied to parties	