



EMPLOYMENT TRIBUNALS (SCOTLAND)

**Case No: 4110628/2019 and Others
(Multiple 9179) (As per attached Schedule)**

**Mr B Wallace and Others
(As per attached Schedule)**

Claimants

Geckotech Solutions Ltd (In Administration)

Respondents

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

No response has been presented to these claims. Mr Geoff Jacobs was appointed joint administrator of the respondent on or around 22 July 2019. Mr Jacobs has confirmed to the Tribunal by letter dated 19 September 2019 that he does not object to the claims continuing and does 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 requirement under Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
- 2 On or around 19 July 2019 the claimants were notified that their employment was coming to an end by reason of redundancy. No consultation or notice was given to the employees before their employment was terminated. The claimants were dismissed on 19 July 2019.
- 3 The respondent dismissed more than 20 employees by reason 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 at Unit 5, West Shore Road, Edinburgh, EH5 1QF
- 5 The protected period should be 90 days beginning on 19 July 2019.

Employment Judge:	Claire Mcmanus
Date of Judgement:	03 December 2019
Entered in register:	12 December 2019
And copied to parties	