



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4107196/2019**

**Mr J Henderson**

**Claimant**

**Duncan Adams Ltd (In Administration)**

**Respondents**

## **JUDGMENT**

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

No response has been presented to this claim. Michael Magnay and Clare Boardman were appointed joint administrator of the respondent on or around 6 March 2019. Mr Magnay has confirmed to the Tribunal by letter dated 10 October 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 6 March 2019, the claimant was notified that his employment was coming to an end by reason of redundancy. No consultation or notice was given to the claimant before his employment was terminated. The claimant was dismissed on 7 March 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.

Employment Judge: Susan Walker  
Date of Judgement: 10 December 2019  
Entered in register: 12 December 2019  
And copied to parties