



EMPLOYMENT TRIBUNALS (SCOTLAND)

**Case No: 4110281/2021 & Others
(As per attached Schedule)**

Mr K Keegan and Others

**Claimant
Represented by:
Mr Lawson
Solicitor**

**JC Groundworks and Civils Limited
(In Voluntary Liquidation)**

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

No response has been presented to these claims. Mr Alistair McAlinden and Mr Blair Nimmo were appointed joint liquidators of the respondent on or around 29 April 2021 in respect of a creditors voluntary liquidation. By email dated 15 February 2022 the joint liquidators advised they had no comment to make in respect of the proceedings.

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

Case No 4110281/2021 & Others

- 1 The complaint that the respondent failed to comply with the requirement under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
- 2 On or around 2 April 2021 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 2 April 2021.
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 at 101 Abercorn Street, Paisley PA3 4AT.
4. There should be a protective award made in respect of such of the former employees of the respondent working at the respondent's said establishment dismissed as redundant on 2 April 2021 .
5. The protected period should be 90 days beginning on 2 April 2021 .

Employment Judge: Muriel Robison
Date of Judgment: 14 March 2022
Entered in register: 15 March 2022
and copied to parties

Multiple Schedule

Multiple: 4100061 - JC Groundworks and Civils Limited (in Liquidation)

CaseNumber	CaseName
4110281/2021	Mr Kevin Keegan -v- JC Groundworks and Civils Limited (in Voluntary Liquidation)
4110282/2021	Mr martin bell -v- JC Groundworks and Civils Limited (in Liquidation)
4110283/2021	Ms donna bidwell -v- JC Groundworks and Civils Limited (in Liquidation)
4110284/2021	Mr david black -v- JC Groundworks and Civils Limited (in Liquidation)
4110285/2021	Mr michael fadli -v- JC Groundworks and Civils Limited (in Liquidation)
4110286/2021	Mr derek gavin -v- JC Groundworks and Civils Limited (in Liquidation)
4110287/2021	Mr duncan grant -v- JC Groundworks and Civils Limited (in Liquidation)
4110288/2021	Mr andrew gray -v- JC Groundworks and Civils Limited (in Liquidation)
4110289/2021	Mr ross inches -v- JC Groundworks and Civils Limited (in Liquidation)
4110290/2021	Mr colin johnstone -v- JC Groundworks and Civils Limited (in Liquidation)
4110291/2021	Mr john kenna -v- JC Groundworks and Civils Limited (in Liquidation)
4110292/2021	Mr dean kilpatrick -v- JC Groundworks and Civils Limited (in Liquidation)
4110293/2021	Mr scott lament -v- JC Groundworks and Civils Limited (in Liquidation)
4110294/2021	Ms cristina logan -v- JC Groundworks and Civils Limited (in Liquidation)
4110295/2021	Mr william logan -v- JC Groundworks and Civils Limited (in Liquidation)
4110296/2021	Mr daniel mcalonan -v- JC Groundworks and Civils Limited (in Liquidation)
4110297/2021	Mr john mcconnellogue -v- JC Groundworks and Civils Limited (in Liquidation)
4110298/2021	Miss mandy mcdonald -v- JC Groundworks and Civils Limited (in Liquidation)
4110299/2021	Mr james mckay -v- JC Groundworks and Civils Limited (in Liquidation)
4110300/2021	Mr luke mcleish -v- JC Groundworks and Civils Limited (in Liquidation)
4110301/2021	Mr james miller -v- JC Groundworks and Civils Limited (in Liquidation)
4110302/2021	Mr paul orr -v- JC Groundworks and Civils Limited (in Liquidation)
4110303/2021	Mr strun quaey -v- JC Groundworks and Civils Limited (in Liquidation)
4110304/2021	Mr thomas sharkey -v- JC Groundworks and Civils Limited (in Liquidation)
4110305/2021	Mr euan shields -v- JC Groundworks and Civils Limited (in Liquidation)
4110306/2021	Mr jamie watt -v- JC Groundworks and Civils Limited (in Liquidation)
4110307/2021	Mr craig Williamson -v- JC Groundworks and Civils Limited (in Liquidation)