



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case Numbers: 4102620/2020 & others per attached schedule**

**Employment Judge S MacLean**

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**Mr G Connor**

**Claimant  
Represented by:  
Mr D Martyn  
Solicitor**

**20 other claimants per attached schedule**

**Remnant Kings Central Limited (in Administration)**

**Respondent  
No appearance**

**JUDGMENT**

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

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No response has been presented to the claims. The respondent is in administration. The 21 claimants' place of work was 150 Howard Street, Glasgow, G1 4HW. Claimants Tracey McDowall and Hazel Berryman were made redundant on 22 February 2020 and 23 February 2020 respectively. The remaining 19 claimants were informed by the Administrators on 24 March 2020 that the respondent had ceased trading and they were being dismissed by reason of redundancy with immediate effect. There was no recognised trade union or representative bodies in the workplace. The Administrators have confirmed to the Tribunal by email sent on 29 July 2020 that they do not object to the claim continuing and will not be entering the proceedings.

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

**E.T. Z4 (WR)**

1. The complaint that the respondent failed to comply with its duty to consult under Sections 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
2. There should be a protective award for 90 days' pay from 22 February 2020 for Tracey McDowall; 23 February 2020 for Hazel Berryman; and 24 March 2020 for the remaining 19 claimants pursuant to section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992.
3. The respondent is ordered to pay the appropriate remuneration to every employee of a description to which the award relates pursuant to section 190 of the Trade Union and Labour Relations (Consolidation) Act 1992.

Employment Judge: Shona MacLean

Date of Judgment: 16 October 2020

Entered in register: 21 October 2020

and copied to parties

## Multiple Schedule

Multiple: 9381 - Remnant Kings Central Ltd

Case Number	Case Name
4102620/2020	Mr Gabriel Connor -v- Remnant Kings Central Ltd
4102621/2020	Mr Kenneth Corish -v- Remnant Kings Central Ltd
4102622/2020	Ms Joan Magee -v- Remnant Kings Central Ltd
4102623/2020	Ms Veronica McMaster -v- Remnant Kings Central Ltd
4102624/2020	Mr Steven Currie -v- Remnant Kings Central Ltd
4102625/2020	Ms Moira Connolly -v- Remnant Kings Central Ltd
4102626/2020	Ms Margaret Williamson -v- Remnant Kings Central Ltd
4102627/2020	Ms Abigail Dornan -v- Remnant Kings Central Ltd
4102628/2020	Ms Amber Smith -v- Remnant Kings Central Ltd
4102629/2020	Ms Eleanor Toft -v- Remnant Kings Central Ltd
4102630/2020	Ms Suzanne Araki -v- Remnant Kings Central Ltd
4102631/2020	Ms Lisa Lowe -v- Remnant Kings Central Ltd
4102632/2020	Ms Agnes Meikle -v- Remnant Kings Central Ltd
4102633/2020	Mr Gabriel Connor -v- Remnant Kings Central Ltd
4102634/2020	Mr Kristopher McGuire -v- Remnant Kings Central Ltd
4102635/2020	Ms Chloe Mullen -v- Remnant Kings Central Ltd
4102636/2020	Ms Lisa Darroch -v- Remnant Kings Central Ltd
4102637/2020	Mr Richard McKeon -v- Remnant Kings Central Ltd
4102638/2020	Ms Therese McKeon -v- Remnant Kings Central Ltd
4102639/2020	Ms Heather McKeon -v- Remnant Kings Central Ltd
4102640/2020	Ms Tracey McDowall -v- Remnant Kings Central Ltd
4102641/2020	Ms Hazel Berryman -v- Remnant Kings Central Ltd