



EMPLOYMENT TRIBUNALS (SCOTLAND)

**Employment Judge Eccles
Case Number:4102788/2025**

Mr C Hughes

Claimant

Adarma Limited (In Administration)

Respondent

JUDGMENT Rule 22 of the Employment Tribunal Procedure Rules 2024

The Employment Judge has decided to issue the following judgment on the available material under rule 22.

1. The claimant is entitled to bring this claim because the complaint concerns a failure relating to the election of employee representatives, and the claimant was an employee dismissed as redundant.
2. No response was presented to this claim within the applicable time limit.

3. The respondent is in administration. The administrator consented to the continuation of these proceedings in a letter dated 06 August 2025.
4. The complaint that the respondent failed to comply with a requirement of section 188 and section 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
5. The respondent dismissed as redundant more than 100 employees at one establishment within a period of 45 days or less. The claimant was dismissed as redundant on 14 July 2025.
6. The respondent failed to ensure that employee representatives were elected in accordance with section 188A of the Trade Union and Labour Relations (Consolidation) Act 1992, and then to consult with them in accordance with section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992.
7. The Tribunal accordingly makes a protective award in respect of the claimant as an employee dismissed as redundant at the respondent's establishment of 3rd Floor, Quay 1, 133 Fountainbridge, EH3 9QG and the respondent is ordered to pay remuneration for the protected period. The protected period begins on 14 July 2025 and is for 90 days.

20 November 2025

Date sent to Parties