



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Number: 4101102/2025 & others (see attached schedule)

Employment Judge P O'Donnell

A Hamilton

Claimant

Campers Scotland Ltd (In Compulsory Liquidation)

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 compulsory liquidation but the relevant court granted permission for the continuation of these proceedings on 2 March 2026.
4. The complaints 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 are well founded.
5. The respondent dismissed as redundant more than 20 employees at one establishment within a period of 90 days or less.
6. The respondent failed to ensure that employee representatives were elected in accordance with s.188A, and then to consult with them in accordance with s.188.
7. The Tribunal makes a protective award in respect of employees based at Unit A, West Mains Industrial Estate, Grangemouth FK3 8YE and the respondent is ordered to pay remuneration for the protected period. The protected period begins with 24 December 2024 and is for 90 days.

Date sent to Parties

6 March 2026

	Multiple Schedule	
Multiple:	4100946 - Campers Scotland Ltd (In Liquidation)	
Case Number	Claimant	Respondent
4101103/2025	Mr S Morrison	Campers Scotland Ltd (In Liquidation)
4101104/2025	Mr K Doyle	Campers Scotland Ltd (In Liquidation)
4101105/2025	Mr K Campbell	Campers Scotland Ltd (In Liquidation)
4101106/2025	Mr D Wells	Campers Scotland Ltd (In Liquidation)
4101107/2025	Mrs A Hamilton	Campers Scotland Ltd (In Liquidation)
4101109/2025	Miss N Bee	Campers Scotland Ltd (In Liquidation)
4101110/2025	Mr P Davidson	Campers Scotland Ltd (In Liquidation)

4101111/2025	Mr S Howie	Campers Scotland Ltd (In Liquidation)
4101112/2025	Mr C Stevenson	Campers Scotland Ltd (In Liquidation)
4101113/2025	Mr D Morrison	Campers Scotland Ltd (In Liquidation)
4101114/2025	Mr D MacDonald	Campers Scotland Ltd (In Liquidation)
4101115/2025	Mr S Thacker	Campers Scotland Ltd (In Liquidation)
4101116/2025	Mr N McMahon	Campers Scotland Ltd (In Liquidation)
4101117/2025	Mr R Wood	Campers Scotland Ltd (In Liquidation)
4101118/2025	Mrs D Gardiner	Campers Scotland Ltd (In Liquidation)

4101119/2025	Mr J Hamilton	Campers Scotland Ltd (In Liquidation)
4101120/2025	Mr S McFarlane	Campers Scotland Ltd (In Liquidation)
4101121/2025	Mr S McKenzie	Campers Scotland Ltd (In Liquidation)
4101122/2025	Mr R Humphries	Campers Scotland Ltd (In Liquidation)
4101123/2025	Mr B Scott	Campers Scotland Ltd (In Liquidation)