



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4106125/2019 & others as per multiple reference 9078**

**Mr D Smith & others**

**Claimant**

**McGill & Co Ltd**

**Respondents**

## **JUDGMENT**

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

No response has been presented to this claim and an Employment Judge has decided to issue the following judgment on the available material under rule 21:

- 1 The respondent failed to comply with the requirements of section 188 and 188A of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 2 The claimants are awarded a protective award in terms of section 189 of the 1992 Act and the respondent is ordered to pay remuneration to the individual claimants for the protected period, namely 90 days starting on 1 February 2019.

Employment Judge: Muriel Robison  
Date of Judgement: 23 July 2019  
Entered in register: 26 July 2019  
And copied to parties