



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4123839/2018 & others as per multiple reference 8898

GMB Scotland & others

Claimant

Greenlight Environmental Ltd (in Administration)

Respondents

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

No response has been presented to these claims. Robin Shilton was appointed joint administrator of the respondent. Mr Shilton has confirmed to the Tribunal by letter dated 12 July 2019 that he does not object to the claims continuing and does not intend to defend them.

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

- 1 The complaint that the respondent failed to comply with the requirement under Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 is well founded.
- 2 On or around 13 August 2018, 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 or around 13 August 2018.
- 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.
- 4 There should be a protective award made in respect of such of the former employees of the respondent working at the respondent's establishment, dismissed as redundant on or around 13 August 2018.

5 The protected period should be 90 days beginning on 13 August 2018.

Employment Judge: Muriel Robison
Date of Judgement: 23 July 2019
Entered in register: 24 July 2019
And copied to parties