



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Number: 4106177/2024

Employment Judge L Doherty

Unite the Union

Claimant

Valve Components Limited (In Administration)

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

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

1. The claimant is entitled to bring this claim because the complaint concerns a failure relating to representatives of a trade union, and the claimant is the relevant union.
2. No response was presented to this claim within the applicable time limit.
3. The respondent is in administration but the administrator consented to the continuation of these proceedings in a letter dated 31 July 2024.

4. The complaint that the respondent failed to comply with a requirement of section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 is 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 carry out any consultation at all with the appropriate representatives of affected employees in accordance with s.188.
7. The Tribunal makes a protective award in respect of all hourly paid shop floor employees employed at the respondent's establishment at Kelvin Park South, East Kilbride, Glasgow, G75 0RH and the respondent is ordered to pay remuneration for the protected period. The protected period begins with 15 March 2024 and is for 90 days.

L Doherty

Employment Judge

20 November 2024

Date of Judgment

21 November 2024

Entered in register
and copied to parties