



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4117206/2018 & 20 others per attached schedule

Mr GJ Dennaird

20 other claimants per attached schedule

**Claimant
Represented by:
Mr D Hutchison
Solicitor**

Lambert Contracts Limited (In Administration)

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

No response has been presented to these claims. Derek Forsyth was appointed joint administrator of the respondent on or around 1 June 2018. Mr Forsyth has confirmed to the Tribunal by letter dated 9 October 2018 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 was well founded.
2. On or around 1 June 2018 the claimants and Mr Simpson 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 1 June 2018. Mr Simpson was asked to remain with the respondent until 15 June 2018 to assist the administrators.

3. The respondent dismissed more than 20 employees by reason of redundancy within a 30-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 at 108-110 Hawkhead Road, Paisley, PA2 7BA dismissed as redundant in June 2018.
5. The protected period should be 90 days beginning on 1 June 2018.

Employment Judge: Shona MacLean

Date of Judgment: 05 November 2018

Entered in Register and Copied to Parties: 05 November 2018

Multiple Schedule

Multiple: 8659 - Lambert Contracts Ltd (in Administration)

<i>Case Number</i>	<i>Case Name</i>
4117206/2018	Mr Graham John Dennaird -v- Lambert Contracts Ltd (in Administration)
4117207/2018	Mr Brian Carroll -v- Lambert Contracts Ltd (in Administration)
4117208/2018	Mr James Donachie -v- Lambert Contracts Ltd (in Administration)
4117209/2018	Mr Colin Gilmour -v- Lambert Contracts Ltd (in Administration)
4117210/2018	Mr Robert Henderson -v- Lambert Contracts Ltd (in Administration)
4117211/2018	Mr Calum Hunter -v- Lambert Contracts Ltd (in Administration)
4117212/2018	Miss Jacqueline Irons -v- Lambert Contracts Ltd (in Administration)
4117213/2018	Mr Mark Keenan -v- Lambert Contracts Ltd (in Administration)
4117214/2018	Mr Robert Mitchell -v- Lambert Contracts Ltd (in Administration)
4117215/2018	Mr Craig Muir -v- Lambert Contracts Ltd (in Administration)
4117216/2018	Mr David Ski -v- Lambert Contracts Ltd (in Administration)
4117217/2018	Mr Gordon Duncan -v- Lambert Contracts Ltd (in Administration)
4117218/2018	Mr Martin McKend -v- Lambert Contracts Ltd (in Administration)
4117219/2018	Mr Alan Harkins -v- Lambert Contracts Ltd (in Administration)
4117220/2018	Mr Stuart Arbuckle -v- Lambert Contracts Ltd (in Administration)
4117221/2018	Mr William Burley -v- Lambert Contracts Ltd (in Administration)
4117222/2018	Mr Paul Green -v- Lambert Contracts Ltd (in Administration)
4117223/2018	Mr Jamie Green -v- Lambert Contracts Ltd (in Administration)
4117224/2018	Mr John Sinclair -v- Lambert Contracts Ltd (in Administration)
4117225/2018	Mr Robbie McNeil -v- Lambert Contracts Ltd (in Administration)
4117226/2018	Miss Lindsay Mason -v- Lambert Contracts Ltd (in Administration)