



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4123479/18

Mr J Traynor

Claimant

**George Birchall Ltd
(In administration)**

Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

The respondent has stated that no part of the claim is contested. Employment Judge Walker has decided to issue the following judgment on the available material under rule 21:

- 1 The Employment Tribunal declares that the respondent has failed to comply with its obligations under section 188A of the Trade Union and Labour Relations (Consolidation) Act 1992 and makes a protective award under section 189 of that Act in favour of the claimants for a period of 90 days starting on the 10 September 2018.
- 2 The respondent has made an unauthorized deduction from the claimant's wages and is ordered to pay the Claimant the sum of One Thousand, Six Hundred Pounds (£1,600).
- 3 The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of Seven Thousand, Two Hundred Pounds (£7,200) (maximum 12 weeks statutory notice x £600 gross weekly wage).
- 4 The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of Ten Thousand, Six Hundred and Sixty Eight Pounds £10,668 (14 years service, age 58, 21 weeks pay capped at £508).

Employment Judge:	Susan Walker
Date of Judgement:	25 March 2019
Entered in register:	28 March 2019
And copied to parties	