



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4100654/2019**

**Mr D McPhie**

**Claimant**

**Kaiam Europe Limited (In Administration)  
KMPG LLP**

**Respondents**

## **JUDGMENT**

The Judgment of the Employment Tribunal is that:-

1. The respondents have failed to comply with the requirements of section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA)
2. The respondent shall pay a protective award; protective period begins on 20 December 2018, and is for a period of 90 days.

Employment Judge:	L Doherty
Date of Judgment:	26 February 2019
Entered in register:	26 February 2019
And copied to parties	