



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4122573/2018

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Employment Judge L Doherty

Mr C MacKay

Claimant

10 **Urquhart And Co (PHE) Limited (in Liquidation)**

Respondent

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the employment tribunal is that the respondents have failed to
comply with the requirements of section 188(1) of the Trade Union and Labour
15 Relations (Consolidation) Act 1992 and the tribunal shall make a protective award
under section 189(3) of TULCRA to employees who have been dismissed as
redundant, in respect of whose dismissal or proposed dismissal the respondents
have failed to comply with the requirements of section 188 of TULCRA, and the
respondents are ordered to pay the employees remuneration from the protected
20 period: the protected period begins on 8 October 2018 for a period of 90 days.

Employment Judge: Laura Doherty
Date of Judgement: 30 January 2020
Entered in register: 30 January 2020
And copied to parties