



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Ellis  
**Respondent (1):** I S Maintenance Limited  
**Respondent (2):** Mr M Briggs  
**Respondent (3):** Mr D Gordon

**HELD AT:** Sheffield **ON:** 5 to 7 December 2017  
**BEFORE:** Employment Judge Little  
Mrs M Cairns  
Mr D W Fields

## REPRESENTATION:

**Claimant:** Mr P Smith of counsel (instructed by Pennine Law Solicitors)  
**Respondents:** Mr D Finlay of counsel (instructed by DCG Business Plus Limited)

## CONSENT JUDGMENT

1. The First Respondent submits to a Judgment in respect of the complaints of unfair dismissal and the disability discrimination complaints.
2. The complaint of unauthorised deduction from wages is dismissed on withdrawal.
3. The claim as against the Second and Third Respondents is dismissed on withdrawal.
4. The First Respondent will pay compensation to the Claimant in the sum of £74,396 of which £30,000 is in respect of the termination of his employment and £44,396 is in respect of disability discrimination (not relating to termination of employment).
5. That sum will be satisfied by payments of:
  - a. £20,000 to be paid on or before 4 January 2018;
  - b. £20,000 to be paid on or before 1 February 2018;

- c. £20,000 to be paid on or before 1 March 2018;
  - d. £12,500 to be paid on or before 29 March 2018.
6. Those payments reflect that the sum of £1,896 is to be withheld by agreement between the parties against invoice number 13244 issued by the First Respondent and dated 12 December 2016. That sum discharging payment owed by the Claimant to the First Respondent for a shipping container.

## REASONS

- 1. During the afternoon of the third hearing day the parties entered into negotiations which led inter alia to the terms set out above being agreed.
- 2. The Tribunal was invited to make a consent Judgment in those terms and we acceded to that request.

Employment Judge Little

Dated: 14 December 2017