



EMPLOYMENT TRIBUNALS

Claimant: Mr G Jones

Respondent: Cupio Vehicle Management Limited

Heard at: Liverpool

On: 21 May 2018

Before: Employment Judge Robinson

REPRESENTATION:

Claimant: In person

Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant is disabled within the meaning of section 6 of the Equality Act 2010.
2. The contract between Mr Jones and the respondent was not an illegal contract.
3. The respondent has not paid the claimant the minimum wage and consequently owe him a total of £3,173.58 as an unlawful deduction of wages.
4. The respondent has not paid the claimant holiday pay and owe him £700.20 as a deduction of wages.
5. The claimant's complaints of discrimination arising from disability and a failure to make reasonable adjustments succeed, and the respondent is ordered to pay a sum for injury to feelings in the sum of £12,500 including interest.
6. In view of the respondent's behaviour towards the claimant during the course of these proceedings and where the acts done to the claimant were done in an exceptionally upsetting way, I order the respondent to pay aggravated damages of £2,500 including interest.

7. I also order the respondent to pay to the claimant part of his legal costs in the sum of £2,550 inclusive of VAT.

8. The total sum due to the claimant therefore including costs is £21,423.78 and the respondent shall pay that sum to the claimant forthwith.

21-05-18

Employment Judge Robinson

JUDGMENT SENT TO THE PARTIES ON

7 June 2018

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.