

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Mr I Duckworth

Exact Financial Systems Ltd

Held at: Watford

On: 14 to 17 October 2019

Before: Employment Judge Smail Mr D Sutton Mr P Miller

Appearances: Claimant: Respondent:

In Person Miss P Leonard (Counsel)

JUDGMENT

- 1. The claims of disability discrimination are dismissed.
- 2. The claimant was procedurally unfairly dismissed.
- 3. There is a <u>Polkey</u> reduction of 100% of the compensatory award.
- 4. The respondent must pay the claimant a full basic award of £5,134.50

If either side require reasons for this Judgment they have 14 days from the date this Judgment is sent to the parties to ask for them.

Employment Judge Smail

Dated: 14 November 2019

South East Region

14 November 2019

Judgment sent to the parties on