



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Kozlow

**Respondent:** Cue Gardens Ltd

**Heard at:** Leeds (by Video)

**On:** 26 September 2022

**Before:** Employment Judge Miller

**Representation**

Claimant: In person

Respondent: No attendance

## JUDGMENT

1. The claimant is and was at 26 March 2022 disabled by reason of anxiety disorder
2. The claimant's claim for unfair dismissal is dismissed. The Tribunal does not have jurisdiction to hear it as the claimant has less than 2 years continuous service with the respondent.

**Employment Tribunals Rules of Procedure 2013 – Rule 21**

3. The claim was issued in the Leeds Employment Tribunals on 9 June 2022. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
4. The claimant's claim that he was subject to direct discrimination because of his disability is allowed.
5. The respondent must pay the claimant the total sum of £16,175 comprising of £6175 compensation for loss of earnings and £10,000 compensation for injury to feelings.

Employment Judge **Miller**

26 September 2022

