



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mrs N Zafar

v

ICTS (UK) Limited

**Heard at:** Watford (via CVP)

**On:** 3 May 2023

**Before:** Employment Judge Smeaton

**Appearances:**

**For the Claimant:** In person

**For the Respondent:** Mr Burgess (litigation consultant)

## JUDGMENT

1. The Claimant was disabled at the material time by reason of an arm impairment.
2. All claims will proceed to a final hearing on 18-22 and 25 March 2024.

***Public access to employment tribunal decisions***

1. *All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.*
2. *The attention of the parties is drawn to the Presidential Guidance on ‘General Case Management’, which can be found at: [www.judiciary.gov.uk/publications/employment-rules-and-legislation-practice-directions/](http://www.judiciary.gov.uk/publications/employment-rules-and-legislation-practice-directions/)*
3. *The parties are reminded of rule 92: “Where a party sends a communication to the Tribunal (except an application under rule 32) it shall send a copy to all other parties, and state that it has done so (by use of “cc” or otherwise)...”. **If, when writing to the tribunal, the parties don’t comply with this rule, the tribunal may decide not to consider what they have written.***

- The parties are also reminded of their obligation under rule 2 to assist the Tribunal to further the overriding objective and in particular to co-operate generally with other parties and with the Tribunal.*

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**Employment Judge Smeaton**

Date: 12 June 2023

Sent to the parties on:  
7 July 2023

For the Tribunal: