



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Klinger  
**Respondents:** (1) Northern Life Care Limited t/a UBU  
(2) Ms Gillian Bundy

## AT A HEARING

**Heard at:** Leeds by CVP video link      **On:** 12<sup>th</sup>, 13<sup>th</sup> & 14<sup>th</sup> July 2023  
**Before:** Employment Judge Lancaster  
**Members:** H Brown  
DW Eales

### Representation

**Claimant:** In person  
**Respondents:** Mr E Nuttman, solicitor

## JUDGMENT

1. The claims of unfair dismissal, direct age discrimination and failure to make reasonable adjustments are all dismissed.
2. The Claimant is ordered to pay a contribution, summarily assessed, of £5,000.00 towards the Respondents' costs.

EMPLOYMENT JUDGE LANCASTER

DATE 14<sup>th</sup> July 2023

### **Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.