



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Roman Kutkowski

**Respondent:** Whistl UK Limited

**Heard at:** Reading                      **On: 31 July, 1 and 2 August 2023**

**Before:** Employment Judge Gumbiti-Zimuto

**Appearances**  
**For the Claimant:** Mr Z Piwowarek, lay representative  
**For the Respondent:** Mr S Nicholls, counsel

## JUDGMENT

The claimant's complaints of unfair dismissal, disability discrimination and unlawful deduction of wages are not well founded and are dismissed.

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Employment Judge Gumbiti-Zimuto

Date: 2 August 2023

Sent to the parties on:  
13 September 2023

For the Tribunals 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.

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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.