



# EMPLOYMENT TRIBUNALS

**Claimant**            **Mr Franklyn Thompson**

**First Respondent:**    **Trisoft Limited**

**Second respondent:**   **Mr Nigel Rogers**

## FINAL HEARING

**Heard at:**            Bury St Edmunds        **On:** 27, 28, 29, 30 November 2023

**Before:**            Employment Judge Boyes  
                         Mr K Rose  
                         Mr B Smith

Appearances

For the Claimant: In person

For the Respondent: Nigel Rogers (Managing Director)

## JUDGMENT

**The Claimant's race discrimination claim is not well founded and is dismissed.**

**The Tribunal does not have jurisdiction to deal with the Claimant's unfair dismissal claim as the Claimant had not been employed for two years at the date of dismissal.**

**Employment Judge Boyes**

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**Date: 7 December 2023**

**Sent to The Parties On  
14 January 2024**

**T Cadman  
FOR EMPLOYMENT TRIBUNALS**

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