



EMPLOYMENT TRIBUNALS

Claimant: Mr L Czechowicz

Respondent: JPK Solutions Limited (in liquidation)

Heard at: Watford (in public by CVP)

On: 26 August 2026

Before: Employment Judge Skehan

Appearances

For the claimant: In person

For the respondent: No attendance

JUDGMENT

1. The claimant was an employee of respondent.
2. The claimant has a disability as defined within section 6 of the Equality Act 2010, heart disease.
3. The claimant's claims for unauthorised deduction from wages (or in the alternative breach of contract) relating to arrears of pay, holiday pay and outstanding expenses are well founded. It is noted that while the claimant received a payslip for December 2023 he did not receive his normal pay. As of the date of this Judgment, the claimant has only received £400 from the respondent in respect of outstanding wages. This figure has been taken into account in the below calculation.
4. The claimant's claim for disability discrimination in respect of the respondent's actions in, because of his disability, advertising his role as a vacancy on or before 7 December 2023 is successful.
5. The claimant's claim for disability discrimination arising from email correspondence following his resignation is unsuccessful and dismissed.
6. The respondent must within **14 days of the date of this Judgment** pay to the claimant the total sum of **£20,366.46**. This sum is calculated by reference to paragraphs 7 and 8 below.
7. The total amount outstanding in respect of the successful unauthorised deduction from wages claim is the net sum of £2245.80. This is calculated by reference to:
 - a. outstanding pay up to 11 December 2023 in the net sum of £2099.56. Credit has been provided for the £400 previously paid by the respondent to the claimant and the £541.86 received by the claimant from the Redundancy Payment Service.
 - b. Accrued but unpaid holiday pay calculated in the net sum of £1088.10.
 - c. Unpaid mileage and expenses in the sum of £636.53
8. The total amount outstanding in respect of the successful disability discrimination claim is £18,120.66. This is calculated by reference to:
 - a. the sum of £15,000 as compensation for injury to feelings.
 - b. The sum of £3120.66 by way of interest calculated from 7 December 2023 to 26 August

2026 in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996.

Approved by:
Employment Judge Skehan

26 August 2026

Sent to the parties on: 1 October 2026

For the Tribunal Office:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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