Case: 1809985/2018



EMPLOYMENT TRIBUNALS

Claimant: Mr M Gabbitas

Respondent: Newday Cards Limited

AT A HEARING

Heard at: Leeds On: 5th, 6th & 7th February 2019

Before: Employment Judge Lancaster

Members: Mr G Harker Ms J Noble

Representation

Claimant: In person

Respondent: Mr C Breen, counsel

JUDGMENT

1. The Claimant's dismissal was unfavourable treatment because of something arising in consequence of his disability and which the Respondent cannot show to have been a proportionate means of achieving a legitimate aim.

2. The Respondent is ordered to pay to the Claimant compensation as follows:

9 months net loss of earnings, less benefits received $\pounds 7,536.75$ Interest @ 8 per cent per annum for 176 days $\pounds 290.73$ Injury to feelings $\pounds 10,000.00$ Interest @ 8 per cent per annum for 352 days $\pounds 771.51$ $\pounds 18,598.99$

EMPLOYMENT JU DGE LANCASTER

DATE 7th February 2019

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

Case: 1809985/2018

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.