



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Mr A Joynat

AND (1) Shared Services Connected Limited
(2) Sopra Steria Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL AT PRELIMINARY HEARING

HELD AT: London Central

ON: 16 February 2017

EMPLOYMENT JUDGE: Miss A M Lewzey

Representation

For Claimant: In Person

For Respondent: Ms K Eddy of Counsel

JUDGMENT

The judgment of the Tribunal is that:

(i) The claim of associative direct disability discrimination is struck out as having no reasonable prospect of success.

(ii) The claim of direct age discrimination is struck out as having no reasonable prospect of success.

(iii) The claims of victimisation are struck out as having no reasonable prospect of success.

(iv) It is ordered that the Respondent will undertake a further search for the 2014/2015 PDR Personal Development Report for the Claimant and make a formal

request to the Metropolitan Police Service for the said report and write to the Claimant and the Tribunal by 16 March 2017 explaining the steps taken.

(v) It is noted that the documents in the agreed bundle to be prepared for the hearing are to be unredacted.

Employment Judge Lewzey
16 February 2017

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 present

NOTE ACCOMPANYING DEPOSIT ORDER
Employment Tribunals Rules of Procedure 2013

1. The Tribunal has made an order (a “deposit order”) requiring a party to pay a deposit as a condition of being permitted to continue to advance the allegations or arguments specified in the order.
2. If that party persists in advancing that complaint or response, a Tribunal may make an award of costs or preparation time against that party. That party could then lose their deposit.

When to pay the deposit?

3. The party against whom the deposit order has been made must pay the deposit by the date specified in the order.
4. If the deposit is not paid within that time, the complaint or response to which the order relates will be struck out.

What happens to the deposit?

5. If the case goes ahead and no award of costs or preparation time is made against the party that paid the deposit in respect of those allegations or arguments, the deposit will be refunded. If an award of costs or preparation time is made against that party, the deposit will go towards the payment of the costs or expenses. If these were less than the deposit, any remainder of the deposit will be refunded.

How to pay the deposit?

6. Payment of the deposit must be made by cheque or postal order only, made payable to HMCTS. Payments CANNOT be made in cash.
7. Payment should be accompanied by the tear-off slip below or should identify the Case Number and the name of the party paying the deposit.
8. Payment must be made to the address on the tear-off slip below.
9. An acknowledgment of payment will not be issued, unless requested.

Enquiries

10. Enquiries relating to the case should be made to the Tribunal office dealing with the case.
11. Enquiries relating to the deposit should be referred to the address on the tear-off slip below or by telephone on 0117 916 5015. The PHR Administration Team will only discuss the deposit with the party that has been ordered to pay the deposit. If you are not the party that has been ordered to pay the deposit you will need to contact the Tribunal office dealing with the case.

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DEPOSIT ORDER

To: **HMCTS
Finance Support Centre
Spur J, Government Buildings
Flowers Hill,
Brislington,
Bristol,
BS4 5JJ**

Case Number _____

Name of party _____

I enclose a cheque/postal order (*delete as appropriate*) for £_____

Please write the Case Number on the back of the cheque or postal order

