



EMPLOYMENT TRIBUNALS

Claimant: Mr M Duggan

Respondent: Starlight Music Limited

HELD AT: Liverpool **ON:** 19,20 & 21 March
2019

BEFORE: Employment Judge Shotter

Members: Ms F Crane
Mr P Gates

REPRESENTATION:

Claimant: In person

Respondent: Mr Kevin Hurst, managing director

JUDGEMENT

The unanimous judgment of Tribunal is:

1. The claimant was unfairly dismissed and his claim for unfair dismissal is well-founded. The claimant would have been fairly dismissed by 19 June 2018 and he caused or contributed towards his dismissal under sections 122(2) and 123(6) of the Employment Rights Act 1996 as amended by 100% and it just and equitable to reduce the basic and compensatory award by this amount.
2. The claimant was not unlawfully discriminated against under sections 13 and 15 of the Equality Act 2010 and his complaints of unlawful disability discrimination are dismissed.

Employment Judge Shotter
Date 21.3. 2019

JUDGEMENT SENT TO THE PARTIES ON

27 March 2019

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FOR THE TRIBUNAL OFFICE

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