



EMPLOYMENT TRIBUNALS

Claimant: Mr D Owston
Respondent: NHS Business Services Authority
Heard at: Bristol Employment Tribunal
On: 21-25 October 2024
Before: Employment Judge Ferguson
Members: Mr K Ghotbi-Ravandi
Ms C Monaghan

Representation

Claimant: In person
Respondent: Mr R Fitzpatrick, counsel

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The Claimant was unfairly dismissed.
2. The complaint of failure to make reasonable adjustments for disability is well-founded and succeeds.
3. The complaints of direct disability discrimination, indirect disability discrimination and discrimination arising from disability are not well-founded and are dismissed.
4. A remedy hearing will take place on 28 March 2025. Notice of the hearing and case management orders are contained in a separate document.

Employment Judge Ferguson

Date: 25 October 2024

JUDGMENT SENT TO THE PARTIES ON

5 November 2024

Jade Lobb
FOR THE TRIBUNAL OFFICE

Notes

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 presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>