



EMPLOYMENT TRIBUNALS

Claimant: Mr L Best

Respondent: HM Revenue and Customs

HELD AT: Manchester

ON: 7-8, 10-11 and 14-15
January 2019 (14
January 2019 being in
chambers)

BEFORE: Employment Judge Slater
Ms L Atkinson
Dr H Vahramian

REPRESENTATION:

Claimant: In person

Respondent: Mr D Tinkler, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The tribunal has no jurisdiction to consider the complaints of failure to make reasonable adjustments which were presented out of time.
2. The complaint of direct disability discrimination relating to the recommendation to dismiss the claimant is not well founded.
3. The complaint of direct disability discrimination relating to an email sent by Dr Jenny Perkin in or around June 2017 is dismissed on withdrawal by the claimant.

4. The tribunal has no jurisdiction to consider the complaints of direct disability discrimination about refusing to allow the claimant to use flexitime to attend counselling appointments and the respondent's response to the claimant's request to work a shorter working day on the day after the Manchester terror attacks which were presented out of time.

Employment Judge Slater

Date: 15 January 2019

JUDGMENT SENT TO THE PARTIES ON

4 February 2019

FOR THE TRIBUNAL OFFICE

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 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.