



EMPLOYMENT TRIBUNALS

Claimant: Mr C Tresfon

Respondent: Rycon Steels Ltd.

HELD BY: CVP

On: 1st & 2nd March 2022

BEFORE: Employment Judge T. Vincent Ryan
Ms K. Smith
Mr. M. Pearson

REPRESENTATION:

Claimant: Mr. R. Johns, Counsel

Respondent: Mr. J. Taylor, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant was unfairly dismissed for a reason related to capability by reference to health on 13th May 2020; his claim of Unfair Dismissal is well-founded and succeeds.
2. In respect of the above judgment the respondent shall pay to the claimant £3,158 comprising:
 - a. An agreed Basic Award of £2,632.00 and
 - b. A Compensatory Award of £526.00 for loss of statutory protection (there being no further Award the recoupment provisions do not apply).
3. The claimant's claim of disability discrimination that the respondent failed in a duty to make reasonable adjustments (s.20-21 Equality Act 2010) is dismissed on withdrawal.
4. The claimant's claim that the respondent discriminated against the claimant in respect of something arising from disability (s.15 Equality Act 2010) fails and is dismissed.

Employment Judge T.V. Ryan
Date: 02.03.22

JUDGMENT SENT TO THE PARTIES ON 3 March 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.