



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case No: 4104083/2022

Held at Aberdeen on 18, 19, 20 & 21 September 2023

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Employment Judge J M Hendry
Members D Massie
D McDougall

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Mr J Grassie

**Claimant
Represented by
In Person**

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Grampian Health Board

**Respondent
Represented by
Ms L Gallagher,
Solicitor**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

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For the reasons given orally at the Hearing on 18-21 September 2023 the Tribunal find at follows:

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1. The claim for unfair dismissal not being well-founded is dismissed;
2. The claims for disability discrimination in relation to an alleged failure to make reasonable adjustments in relation to afternoon working and as pled in

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relation to monitoring absence management being both time-barred and not well-founded are dismissed.

5 **Employment Judge: J M Hendry**
 Date of Judgement: 3 October 2023
 Date sent to Parties: 3 October 2023

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