



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Byrne

**Respondent:** John Lewis plc

**Heard at:** Watford Employment Tribunal (In Public; In Person)

**On:** 11, 12, 13 October 2023

**Before:** Employment Judge Quill; Mr A Scott, Ms A Brosnan

**Appearances**  
For the Claimant: In Person  
For the respondent: Ms L Gould, counsel

## JUDGMENT

1. The complaint of unfair dismissal is not well-founded and is dismissed.
2. The Claimant's dismissal was not in breach of contract. He was not entitled to receive notice or pay in lieu of notice.
3. The Claimant was disabled at all relevant times, and the Respondent had knowledge of that at all relevant times.
4. The complaints of disability discrimination (failure to make reasonable adjustments), including the complaint that the Claimant's dismissal was disability discrimination, fail and are dismissed.
5. The complaints that there were unauthorised deductions from the Claimant's wages are not well-founded and are dismissed.

**Employment Judge Quill**

Date: 16 October 2023

JUDGMENT SENT TO THE PARTIES ON  
3 December 2023

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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