



EMPLOYMENT TRIBUNALS

Claimant

Mr Osama K Ghani

v

Respondent

Ministry of Defence

Heard at: Huntingdon (by CVP)

On: 29 January 2024

Before: Employment Judge M Ord

Appearances

For the Claimants: Mr A Rozycki, Counsel

For the Respondent: Ms C Knowles, Counsel

JUDGMENT

1. The Claimant was disabled within the meaning of Section 6 of the Equality Act 2010, by virtue of the following conditions from the following dates:-
 - 1.1. By virtue of depression and anxiety, from March 2020; and
 - 1.2. By virtue of Post Traumatic Stress Disorder, from March 2021.

2 February 2024

Employment Judge M Ord

Sent to the parties on: 5/2/2024

N Gotecha
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.

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 is likely to be payable in most but not all circumstances. 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/>