Case Number: 1403426/2023



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant and Respondent

Miss B. Rees South Western Ambulance

Service NHS Foundation Trust

Held at: Exeter On: 11-14 March 2024

Before: Employment Judge Smail

Ms R. Barrett Ms R. A. Clarke

Appearances

Claimant: Mr D. Patel (Counsel)
Respondent: Mr S. Way (Counsel)

JUDGMENT

- 1. The Respondent discriminated against the Claimant arising from her disability when it dismissed her with effect from 21 February 2023.
- 2. The Respondent failed to make reasonable adjustments for the Claimant when it dismissed her as aforesaid. The reasonable adjustment it should have made was to extend the review period under the sickness absence policy with enhanced targets reasonably taking into account her disability.
- 3. The Respondent must pay the Claimant the following compensation within 14 days.

Financial Loss	6,184.16
Interest thereon	281.25
Injury to Feelings	12,000
Interest thereon	1,091.51
GRAND TOTAL	£19,556.92

Case Number: 1403426/2023

Employment Judge Smail

14 March 2024

South West Region

Judgment sent to the parties on 27 March 2024 By Mr J McCormick

For the Tribunal Office

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