



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Dyer  
**Respondent:** Scania (Great Britain) Limited

**Heard at:** Bristol Employment Tribunal (by video)

**On:** 30 September, 2, 3, 4, 7 & 8 October 2024

**Before:** Employment Judge Ferguson

**Members:** Mr K Ghotbi-Ravandi  
Ms D England

## Representation

**Claimant:** In person  
**Respondent:** Mr R Wayman, counsel

# JUDGMENT

## It is the unanimous judgment of the Tribunal that:

1. The complaint of unfair dismissal is well-founded. Claimant was unfairly dismissed.
2. If the Respondent had conducted a fair procedure the Claimant would have been fairly dismissed three weeks later, i.e. on 27 July 2023.
3. The following complaint of discrimination arising from disability is well-founded and succeeds:

The Respondent paid the Claimant statutory sick pay instead of full pay from 19 to 30 May 2023 inclusive.

4. The remaining complaints of discrimination arising from disability are not well-founded and are dismissed.

5. The complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.
6. A remedy hearing will take place on 31 January 2025. Notice of the hearing and case management orders will be sent separately.

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Employment Judge Ferguson

Date: 8 October 2024

JUDGMENT SENT TO THE PARTIES ON  
23 October 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

Notes

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.

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**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 may be payable. 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/>