



EMPLOYMENT TRIBUNALS

Claimant: Mr J S Auker

Respondent: CDR M&E Services Ltd

Heard at: Teesside

On: 27 – 29 October 2025

Before: Employment Judge Heather

REPRESENTATION:

Claimant: Mr K Harris (Counsel)

Respondent: Mr C Hannah (company director)

JUDGMENT

The judgment of the Tribunal is as follows:

Unfavourable treatment because of something arising in consequence of disability

1. The following complaints of unfavourable treatment because of something arising in consequence of disability are well-founded and succeed:
 - a. On 19 August 2024, Mr Hannah suggesting the claimant take additional sick leave;
 - b. When he did respond Mr Hannah failed to provide concrete steps or assurances about return to work;
 - c. Dismissing the claimant;
 - d. Taking the claimant's work van away from him / not providing the claimant with a work van from 24 September 2024;
2. The remaining complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

Failure to make reasonable adjustments for disability

3. The complaint of failure to make reasonable adjustments for disability is well-founded and succeeds.

Remedy

4. The respondent shall pay the claimant the following sums:

Compensation for past financial losses:	£3,950.57
Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996:	£199.92
Compensation for injury to feelings:	£15,000
Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996:	£764.40
TOTAL	£19,914.89

**Approved by:
Employment Judge Heather
29 October 2025**

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.