



EMPLOYMENT TRIBUNALS

Claimant: Miss P Heflik

Respondent: Teletrac Navman (Uk) Ltd

Heard at: Norwich (by Video) **On:** 24 April 2026

Before: Employment Judge T Brown

Appearances

For the claimant: In person

For the respondent: Mr D Flood, counsel

JUDGMENT

- (1) The claimant was not at person with a disability within the meaning of section 6 of the Equality Act 2010 as at the date (September 2023) of the matters complained about in paragraphs 9.1.1 and 10.1.1 of the list of issues included in the record of the preliminary hearing on 30 April 2025, sent to the parties on 20 May 2025.
- (2) The complaints identified at paragraphs 9.1.1 and 10.1.1 of that list of issues are therefore hereby dismissed.
- (3) As at the date of her dismissal on 13 February 2024, the claimant's knee injury to had a substantial adverse effect on her ability to carry out normal day to day activities.
- (4) The issue whether that adverse effect was "long term" at any relevant time before 13 February 2024 is adjourned to be decided at the final hearing of the claim, and the claimant's complaints of failures to make reasonable adjustments (section 11 of the list of issues) will therefore proceed to a final hearing.

Approved by:

Case Number: 3306364/2024

Employment Judge T Brown

24 April 2026

Sent to the parties on:

3 June 2026

For the Tribunal

Reasons for the Employment Tribunal's decision having been given orally on 24 April 2026, and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by a party within 14 days of the sending of this written record of the decision.