



EMPLOYMENT TRIBUNALS

Claimant: Mr N Elliott

Respondent: Cardiff & Vale University Local Health Board

HELD AT: Mold **on:** 12-13 May 2026

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: A Litigant in person (assisted by Ms Griffiths)

Respondent: Mr G Pollitt, Counsel

JUDGMENT

The judgment of the Tribunal is that the following claims fail and are dismissed:

1. Unfair Dismissal. The Claimant was fairly dismissed for a reason related the capability (health) on 11 April 2025.
2. Disability Discrimination:
 - 2.1 Discrimination “arising” from disability and
 - 2.2 Failure to make Reasonable Adjustments.

Approved by Employment Judge T V Ryan

Date: 13.05.26

JUDGMENT SENT TO THE PARTIES ON

10 June 2026

Katie Dickson
FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment were given orally at the hearing. Written summary reasons will not be provided unless a party asked for them at the hearing (and no such request was made) or a party makes a written request within 14 days of the sending of this written record of the decision. Once written summary reasons are provided a party may request written full reasons within a further 14 days thereafter. If a party requests written summary reasons the Judge may decide to issue written full reasons instead.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments (other than written summary reasons) 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.