



EMPLOYMENT TRIBUNALS

Claimant: Mr N Merriman

Respondent: Bosch Thermotechnology Limited

HEARD AT: Birmingham Employment Tribunal

ON: 1 -10 June 2026

BEFORE: Employment Judge Akhtar
Mrs N Chavda
Ms S Campbell

Attendances:

For Claimant: In person

For Respondent: Mr R Hignett (Counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The complaint in respect of victimisation is not well-founded and is dismissed.
2. The complaint of constructive unfair dismissal is not well-founded and is dismissed.

3. The Claimant was not a disabled person by reason of depression and PTSD at the relevant times (for the purposes of s.6 of the Equality Act 2010).
4. The complaint of discrimination arising from disability is not well founded and is dismissed.

Approved on: 12 June 2026
Employment Judge **Akhtar**

Note

Summary 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 52) 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.