



EMPLOYMENT TRIBUNALS

Claimant: Mr I Hussain

Respondent: Pennine GP Alliance Limited

Heard at: Leeds By CVP **ON:** 3 August 2026

BEFORE: Employment Judge JM Wade

REPRESENTATION:

Claimant: In person

Respondent: Mr B Frew, counsel

JUDGMENT

The claimant was not a disabled person at the material period for these claims (January to September 2025) and his Section 15/reasonable adjustment complaints are consequently dismissed.

Employment Judge JM Wade

3 August 2026

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

Note: Decisions and full written reasons (but not summary reasons) are published on the Tribunal's website shortly after they are made available to the parties. There is a practice direction on recording Tribunal proceedings.

In this case the Tribunal gave summary reasons. The relevant provisions of Rule 60 are:

(4A) In respect of a judgment—

.....

(b) where reasons are given orally at a hearing under paragraph (3), those reasons may be either—

(i) summary reasons, or

(ii) full reasons.

(4B) Where summary reasons are given under paragraph (4A)(b)(i), the presiding member must announce that the reasons given are summary reasons and that written summary reasons will not be provided unless requested by any party—

(a) at the hearing, or

(b) by a written request received by the Tribunal within 14 days of the sending of the written record of the decision, and the written record of the decision must repeat that information.

(4C) Where written summary reasons are provided further to a request under paragraph (4B), they must state that written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons

(4E) If the Tribunal receives a request for written summary reasons in accordance with paragraph (4B), the Tribunal may, if it considers it appropriate to do so, provide written full reasons.