



EMPLOYMENT TRIBUNALS

Claimant: KL

Respondent: BUPA occupational health Ltd

Heard at: Hull by video **On:** 22, 23, 24 and 25 September 2026

Before: Employment Judge Miller
Mr T Fox
Mr T Downes

Appearances

For the claimant: Mr A Ross – Counsel

For the respondent: Mr T Benjamin – Counsel

JUDGMENT

1. The following complaints of failure to make reasonable adjustments for disability are well-founded and succeed:
 - a. Reducing the number of patient appointments per day to 22
 - b. Allowing patient appointments of 20 minutes duration
 - c. Removing or vary the requirement for Saturday working
 - d. Providing dictation software or other auxiliary aids
2. The remaining complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

Approved by

Employment Judge Miller

Date: 25 September 2026

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments 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.