Case No: 3310586/2023

EMPLOYMENT TRIBUNALS

Claimant: Ms J Czapska- Hill

Respondent: Nursing and Midwifery Council and Others

JUDGMENT

The claimant's application dated **9 April 2026** for reconsideration of the decision sent to the parties on 26 March 2026 is refused.

REASONS

1. There is no reasonable prospect of the original decision being varied or revoked for the following reasons.

2. I accept that the claimant is disabled. However, disability alone does not justify the provision of a transcript at public expense. Having considered all the circumstances, I am not satisfied that this is an appropriate case in which to direct that a transcript be provided at public expense.

3. I have considered the claimant's reliance upon the Presidential Guidance. I do not accept the claimant's contention that the Guidance has not been followed. In any event, the Guidance is not binding precedent and does not have the force of law. Its application depends upon the circumstances of the individual case. Having considered those circumstances, I am not satisfied that this is an appropriate case for a transcript to be provided at public expense.

4. I note the claimant's request that the Tribunal communicate with her by post, and I would ask the administration to comply with that request insofar as practicable. However, that is a separate matter and does not affect my conclusion as to the provision of a transcript at public expense.

5. The claimant states that her applications for a transcript have not been considered. I have dealt with all applications from the claimant which I have understood to require a determination or response.

6. I reject the points advanced by the claimant. I am not satisfied that the Tribunal applied the wrong legal test, nor am I satisfied that it failed to consider whether the claimant was placed at a substantial disadvantage. I have had regard to the claimant's evidence that she was unable to hear all of the proceedings, was unable to keep pace with the hearing and could not

take notes effectively. I accept that the claimant genuinely holds those concerns.

7. However, insofar as I am able to assess the matter from my own observations of the hearing, the claimant was able to participate fully and effectively in the proceedings. She engaged appropriately throughout the hearing, advanced her case, responded to matters as they arose, and subsequently made detailed, coherent and well-structured applications and representations. Whilst I cannot gainsay the claimant's assertion that she experienced difficulties in taking notes, I am not persuaded that those difficulties prevented her from participating meaningfully in the proceedings or placed her at such a disadvantage as to justify the provision of a transcript at public expense.

8. For those reasons, I am not satisfied that this is an appropriate case in which to direct that a transcript be provided at public expense. If the Employment Appeal Tribunal, or any higher court, considers that the interests of justice require such a transcript, it has the power to make an order to that effect.

9. In reaching this decision, I have taken into account the following additional correspondence from the claimant: the email dated 21 April 2026 and its attachments; the email dated 27 July 2026; the email dated 30 July 2026; and the email dated 17 August 2026 and its attachments.

Approved by:

Employment Judge Gumbiti-Zimuto

Date: 6 October 2026

JUDGMENT SENT TO THE PARTIES ON
13 October 2026

FOR THE TRIBUNAL OFFICE