



EMPLOYMENT TRIBUNALS

Claimant: Mr E Sheerin

Respondent: Commissioners for Her Majesty's Revenue and Customs

HELD AT: Manchester **ON:** 28-31 March 2022

BEFORE: Employment Judge Slater
Mrs A Ramsden
Mr A Wells

REPRESENTATION:

Claimant: In person

Respondent: Mr A Jones, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The complaint of discrimination arising from disability about dismissal is well founded.
2. The complaint of failure to make reasonable adjustments is well founded in relation to failures on 9 and 17 December 2020 to provide a "buddy" to assist the claimant to make telephone calls.
3. The remainder of the complaint of failure to make reasonable adjustments is not well founded.
4. Remedy will be determined at a separate remedy hearing.

Employment Judge Slater
Date: 31 March 2022

JUDGMENT SENT TO THE PARTIES ON
4 April 2022

FOR THE TRIBUNAL OFFICE

Note

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.