



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Walia  
**Respondent:** Kwik-Fit (GB) Limited  
**Heard at:** Reading **On: 15, 16, 17, 18 October 2024**  
**Before:** Employment Judge Gumbiti-Zimuto  
Members: Mrs A Brown and Ms H T Edwards

## Appearances

**For the Claimant:** Mr J Ratledge, counsel  
**For the Respondent:** Mr T Wood, counsel

# JUDGMENT

The claimant's complaints of unfair dismissal and disability discrimination are not well founded and are dismissed.

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Employment Judge Gumbiti-Zimuto

Date: 18 October 2024

Sent to the parties on: 3 December 2024

T Cadman  
For the Tribunals 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:**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>