



# EMPLOYMENT TRIBUNALS

**Claimant** **v** **Respondent**  
**Mr Z Ali** **British Telecommunications PLC**

**Heard at Watford Employment Tribunal** **On 15 and 16 February 2017**

Before Employment Judge Manley  
Mrs M Castro  
Ms S Hamill

Appearances  
Claimant : In person  
Respondent : Mr D Rushmere, solicitor

## JUDGMENT

- 1 The respondent did not fail to make reasonable adjustments and the disability discrimination complaint fails.
- 2 The claimant was dismissed for a reason relating to his capability and that dismissal was not unfair.

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Employment Judge Manley

Dated: 16 February 2017

JUDGMENT SENT TO THE PARTIES ON

.....20 February 2017.....

FOR THE SECRETARY TO THE TRIBUNALS

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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.