



EMPLOYMENT TRIBUNALS

Claimant: Mr H. Khan
Respondent: Swissport GB Ltd
Heard at: East London Hearing Centre
On: 24 – 27 September 2024
Before: Employment Judge Massarella
Members: Mr M. Rowe
Mr J. Hutchings

Representation

Claimant: In person
Respondent: Mr S. Peacock (solicitor)

JUDGMENT

The judgment of the Tribunal on liability is that: -

1. the Claimant was a disabled person at the material time by reason of depression, anxiety and stress;
2. the Claimant's claim of failure to make reasonable adjustments is not well-founded and is dismissed;
3. the Claimant's claim of unfair dismissal succeeds.

There will be a remedy hearing to determine compensation, at which the issues of *Polkey* and mitigation of loss will be considered.

Employment Judge Massarella
27 September 2024

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 (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.