



## Court rules disabled receptionist denied back office role was unfairly dismissed

Sophie Vanhegan

25th June 2021

[LinkedIn](#)  
[Twitter](#)  
[Email](#)  
[Print](#)

**People Management** - 25 June 2021

A NHS receptionist who developed a phobia of working with the public and was refused work in the back office by her manager was unfairly dismissed, a tribunal has ruled.

The judge ruled that the NHS trust failed to make reasonable adjustments for the claimant's anxiety after lack of support in offering suitable redeployment opportunities

Sophie Vanhegan, partner at GQ Littler, added that this case highlighted the importance of communicating that roles given as part of a phased return may be temporary. "The longer [an individual does] the adjusted hours or role, the more difficult it may become to be

able to require them to go back onto their original hours and/or full duties," she said.

---

Read the full article [here](#).