

CASE RECORDING SHEET

LAF No.

Info source

Enquiry/goals/options/action agreed:

P, T, HV, L

Time in Mins. - 30 mins

Categories

E1, E99,

Oct 29, 2002
 PHS Patterns
 & bank holidays
 changes.

CHICU HAS WORKED FOR DUNLOP TYRES FOR THE PAST 8 YEARS. IN OCTOBER 2000 THE CHICU WENT OFF SICK + RECEIVED SICK PAY FOR 9 MONTHS - HE THEN WENT ON TO INCAPACITY BENEFIT. WHILE HE WAS ON THE SICK HE WENT TO A REHAB CENTRE WHERE HE DID COMPUTERS COURSES. THE REHAB CENTRE WORKED WITH DUNLOP TO FIND THE CHICU ANOTHER JOB WHICH ~~COULDN'T~~ AS HE HAD WORKED ORIGINALLY IN THE FACTORY. HE GOT A JOB IN MARCH 2002 IN THE OFFICE WORKING 37 HRS. IN JUNE HE WAS ASKED TO DO MORE + MORE WORK WHICH HE THINK RESULTS IN ~~ABOUT~~ AN EXTRA 22 HOURS A WEEK WORK. HE MENTIONED THIS TO HIS UNION REP BUT HE REPLIED "JUST DO WHATEVER MANAGEMENT ASK". HE THEN WENT ON SICK IN SEPTEMBER AND NOW SUFFERS FROM EPILEPSY. HE WENT TO SEE THE COMPANY DOCTOR ON WEDNESDAY* WHO TOLD HIM THERE WAS NO JOB FOR HIM + HE SHOULD CLAIM HIS PENSION. THIS WAS CONFIRMED BY A PHONE CALL FROM THE UNION REP WHO SAID THE SAME. HE IS VERY CONCERNED AS HE WANTS HIS JOB BACK + DOES NOT WANT TO RECEIVE HIS PENSION YET. I DID A LEGAL AID CALCULATION BUT HE WAS NOT LEGALLY AIDABLE SO I COULD NOT PASS HIM ONTO S. SUICROS I MADE AN APPOINTMENT WITH COMME ON THURSDAY 8TH JANUARY

* 18/12/002

SURNAME
 ZEBBIT

Bl. called with his papers & up-to-date info.

On Fri 3/1/03 his TV rep phoned him - told him he was definitely finished & wd get no more money from Dunlop. He phoned ACAS & was advised that this was illegal - ie TV rep. has no authority to fire.

He sent letter (see copy) by recorded delivery & awaits M.phy.

He's due to see Neurologist tomorrow & GP on Friday. He thinks sick note runs out today, but renewal can be back-dated

DSS were unhelpful about benefits when he phoned them on Friday.

Options. ① Attend medical appts. & send sick note to Dunlop (after taking a copy for DSS - Incap. if necessary)

② Await reply from Dunlop. If dismissed - (a) take letter (keep copy) to DSS to claim Incap. Ben.

(b) Consider Tribunal action - Smouth time limits - disability discrimination - We will refer him either to Ben Hoare, Bell & Co (after checking their terms & procedures) or to S Shields if legally aidable - check eligibility again. * P.S.O.

③ If dismissed cl. shd be paid 8 weeks notice. Shd also get redundancy pay if that's the reason for his dismissal.

④ Needs to check terms & conditions of Dunlop's Pension plans - particularly if early retirement due to inability to work - (Cl says he can still work, but the hours at a computer have caused his epilepsy/stress) - He will do this.

⑤ He has a current claim v. the co.

E1

E4

E5

E6

L2

L3

E99

XH

* for personal injury thro GMBU Thompsons
 their solicitors are handling this.

(Suggested that Thompsons may also take
 his Disability Discrimination claim to Employment
 Tribunal. (Cl. worried that GMB may side
 with his T.V. rep. at Dunlops, who has been
 v. unhelpful, & is obviously ^{more} interested in
 keeping his job than helping cl. with his
 difficulties)

* The fact that cl. is a TU member is likely to
 be a barrier to other solicitors taking the case.

Cl. freely admits that he's having problems
 taking in all info, due to his illness.

Suggested that we take it stage by stage. ~~with~~
 He will call back as soon as he hears from
 Dunlop. Meanwhile he'll see GP & specialist &
 get new sick note.

15/11/03
 es. Cl. called with reply from Dunlop (copy attached)

As it still doesn't answer his questions, he's
 sending a further letter asking (1) whether he
 is going to be paid (2) As the Co. doctor told him
 he hasn't got a job in the factory, he would
 like Personnel to inform him exactly what his
 situation is.

GMBU has told him that if he's getting
 advice from other agencies they will not
 represent him.

He has sent his sick note to Dunlop, but
 kept a copy. Dunlop did not pay him last
 week. He'll check tomorrow to see if they
 pay

contd.

(P)
 Wearview
 House
 5546300
 95 mins
 E4
 B2
 B4
 B13-
 XH
 E99
 C3
 C4 XS