



East Ham Branch

- **SACKED FOR BEING FULLY FIT**
- **NO SICKNESS IN TEN MONTHS**
- **MANAGEMENT BREACH OF PROCEDURE**



Noel Roberts, a CSA on the East Ham Group has worked for London Underground since he joined as an apprentice 26 years ago. These are the facts about how one year has changed his life

- *September 2013* – Noel Roberts is diagnosed with Ischaemic (Coronary) Heart Disease
- *October 2013* – Noel Roberts goes sick from work. He is adjusting to his medication, implementing lifestyle changes and preparing for an upcoming surgical procedure
- *December 2013* – Noel Roberts returns to work. He is temporarily placed on reduced hours. He will have his operation in July
- *April 2014* – Noel Roberts asks to return to full hours. The GSM denies his request and sends him to redeployment
- *July 2014* – Noel arrives for his operation. The consultant tells him that his condition has improved so much that he no longer needs surgery
- *August 2014* – Noel Roberts declared **fully fit** by LUOH
- *September 2014* – Noel Roberts is **sacked** by London Underground because he might go sick again

Noel Roberts was not on a warning for his attendance. Noel Roberts did not have a single day off sick for 10 months. The GSM at East Ham has completely breached procedures. The GSM admits that Noel Roberts is fit for full duties.

This case sets a dangerous precedent to all members of staff employed by London Underground. Have you been sick before? Is that evidence that you will go sick again? Is that reasonable grounds for you to lose your job? **NO** and it was not reasonable for Noel Roberts to lose his job.

Coronary Heart Disease is the biggest killer in the UK – what will you do if you are diagnosed? What would you expect your manager to do? All Noel Roberts wanted was to be treated fairly. All Noel Roberts wants is to return to the job he has loved doing for the last 26 years

Look at the facts and join us in demanding the immediate reinstatement of Noel Roberts