



# EMPLOYMENT TRIBUNALS

**Claimant:**

Miss A Senewiratne

v

**Respondent:**

MWH UK Ltd

**Heard at:**

Reading

**On:** 5, 6, 7 and 8 March 2018

**Before:**

Employment Judge C Finlay

Members: Mrs AE Brown and Mr DE Palmer

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Ms V Hall-Sturt (Solicitor)

## JUDGMENT

The unanimous judgment of the tribunal is as follows:

1. The complaints of unpaid accrued holiday and for breach of the Wages Act 1986 have been withdrawn by the claimant and are dismissed.
2. The complaints of direct discrimination and harassment on the basis of race and/or age are not well founded and are dismissed.
3. The claimant was unfairly dismissed by the Respondent.
4. The claimant has confirmed that she is not seeking reinstatement or reengagement by the Respondent. The claimant's conduct before her dismissal was such that it is just and equitable to recue the amount of any basic award by 100% to nil. Further, the claimant caused or contributed to her dismissal such that it is just and equitable to reduce any compensatory award by 100% to nil.
5. The complaint that the Respondent refused a reasonable request by the claimant to be accompanied at a disciplinary hearing is not well founded and is dismissed.

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Employment Judge C Finlay

Date: 19 / 3 / 2018

Sent to the parties on: .....

.....  
For the Tribunal Office

**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.