



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs W Harris -v- OCS Group UK Limited

FINAL MERITS HEARING

Heard at: **Centre City Tower, Birmingham**

On: **25 to 29 March and
1 & 2 April 2019**

Before: **Employment Judge Perry** Members:

**Mrs B Hicks
Mr J Sharma**

Appearances

For the Claimant:

Ms V Harris (daughter – lay representative)

For the Respondent:

Ms A Naiz-Dickinson (counsel)

JUDGMENT

1. There was no contravention of part 5 of the Equality Act 2010 and the claimant was not subjected to discrimination in contravention of ss. 13 (direct) or 20-22 (the failure to make reasonable adjustments) Equality Act 2010 and those complaints are dismissed.
2. The claimant's complaint that she was constructively and unfairly dismissed by the respondent is not well founded and is dismissed.
3. The respondent did not make an unlawful deduction from the claimant's wages pursuant to Part II of the Employment Rights Act 1996 in relation to sick pay or holiday entitlement and that claim is also dismissed.
4. Those matters being so the claim that the respondent was in breach of its duty to the claimant pursuant to section 1(1) and/or 4(1) of the Employment Rights Act 1996 and that an award should be made to the claimant pursuant to Section 38 of the Employment Act 2002 is also dismissed.

Employment Judge Perry

02 April 2019

sent to the parties on



Case Number: 1300823/2018

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.

