



EMPLOYMENT TRIBUNALS

Claimant

Mrs Jacqueline Puddifoot

v

Respondent

Millstream Management Services
Limited

Judgment

Heard at: Southampton

On: 5 May 2022

Before: Employment Judge Rayner

Appearances

For the Claimant: Mrs J Harrison, solicitor

For the Respondent: Mr Lawrenson, solicitor

1. Time is extended in respect of all the Claimants disability discrimination claims brought under the Equality Act 2010, because it is just and equitable to do so.
2. The claims that the Claimant was subject to unlawful detriment contrary to section 44(1) c, d and/or e, ERA 1996, in that the Respondent
 - 2.1 required the claimant to return to work at the office
 - 2.2 levelled false accusations of a complaint against the Claimant on the 25 September 2020
 - 2.3 failed to pay the Claimant at the time for work undertaken at home, on 5 August and 12 August 2020are struck out as they were filed to the Tribunal out of time, and no extension of time is granted . The tribunal has no jurisdiction to hear these claims.
3. The Claimant's claim that she was subjected to detriment contrary to section 44(1) c,d and/or e ERA 1996 , by the Respondent not following the same leaving procedure for the Claimant, is dismissed on withdrawal by the Claimant.
4. The Claimant's claim of Automatic Unfair Constructive Dismissal contrary to section 100 ERA 1996 is dismissed on withdrawal by the Claimant.
5. The Claimant's claim of disability discrimination by

5.1 discrimination arising from disability and

5.2 harassment

in respect of the allegation that, *on 26 February 2021, the Claimant's line manager did not tell the Claimant's colleagues that she was leaving, or arrange cardboard tubes meeting the claimant say goodbye to her colleagues, which is the normal procedure when someone leaves the claimant's Department*, are both dismissed on withdrawal by the Claimant.

6. The Claimant's remaining claims will proceed to final hearing on the 5,6,7, 8 and 9 June 2023

Employment Judge Rayner

Southampton

Dated 5 May 2022

Sent to the parties on

23 May 2022 By Mr J McCormick
