



# THE EMPLOYMENT TRIBUNALS

**Claimant:** Miss M Willis

**Respondent:** Morrison Data Services Limited

**Heard at:** Newcastle Hearing Centre      **On:** 24 to 28 October 2022 inclusive

**Before:** Employment Judge Morris

**Members:** Mr D Morgan  
Mrs D Winters

**Representation:**

**Claimant:** In person

**Respondent:** Ms D Henning, solicitor

## JUDGMENT

The unanimous judgment of the Employment Tribunal is as follows:

1. The claimant's complaint that her dismissal by the respondent was unfair, being contrary to Section 94 of the Employment Rights Act 1996 with reference to Section 98 of that Act, is well-founded.
2. In respect of that unfair dismissal, the respondent is ordered to pay to the claimant compensation of £4,081.99, which comprises a basic award of £2,160 and a compensatory award of £1,921.99 that compensatory award having initially been calculated at £1,707.26 but then increased by 10% in accordance with section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992.
3. The claimant's complaint that the respondent unlawfully discriminated against her by treating her unfavourably because of something arising in consequence of her disability contrary to sections 15 and 39 of the Equality Act 2010 is not well-founded and is dismissed.
4. The claimant's complaint that, contrary to section 21 of the Equality Act 2010, the respondent failed to comply with its duty under section 20 of that Act to make adjustments is not well-founded and is dismissed.

5. The claimant's complaint that the respondent was in breach of her contract of employment by not giving to her the eight weeks' notice of the termination of that contract to which she was entitled is well-founded.
6. No award of compensation is made in respect of that breach of contract as the compensation that would have been awarded has already been included in the compensatory award for unfair dismissal referred to above.
7. The claimant stated that she had received neither jobseeker's allowance nor any other relevant benefit during her period of unemployment and, on that basis, the provisions of the Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to the compensatory award of compensation referred to above.

**EMPLOYMENT JUDGE MORRIS**

**JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON 1 November 2022**

**Notes**

**Reasons**

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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