



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Syed

**Respondent:** Marks and Spencer plc

**Heard at:** London Central (by CVP)      **On:** 16, 17 & 18 November 2022

**Before:** Employment Judge Khan  
Mr F Benson  
Mr N Brockmann

## Representation

Claimant: In person

Respondent: Mr C Hill, counsel

# JUDGMENT

The unanimous judgment of the tribunal is that:

- (1) The claim for disability-related harassment is not well-founded and is dismissed.
- (2) The claim for unauthorised deductions of wages (paid special leave) is dismissed as being out of time.
- (3) In respect of the claims for unauthorised deductions of wages for which the respondent conceded liability, the respondent is ordered to pay the claimant the gross sum £103.50 (i.e. 7.5 hours paid at the hourly rate of £13.75) having accounted to HMRC for any tax and national insurance contributions due.
- (4) The remaining claims for unauthorised deductions are dismissed on the claimant's withdrawal.

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Employment Judge Khan

19.11.2022

**Case No: 2207435/2021**

JUDGMENT SENT TO THE PARTIES ON

21/11/2022

FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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