



EMPLOYMENT TRIBUNALS

Claimant: Mrs T Rozier

Respondent: Southampton City Council

Heard at: Southampton (by CVP)

On: 23 April 2024

Before: Employment Judge Halliday

REPRESENTATION:

Claimant: In person

Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction of two days (15 hours pay) from the claimant's wages.

Unfair Dismissal

2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 30%.
4. It is just and equitable to reduce the basic award payable to the claimant by 30% because of the claimant's conduct before the dismissal.

Failure to make reasonable adjustments for disability

5. The complaint of failure to make reasonable adjustments for disability is well-founded and succeeds.
6. The remaining complaints of disability discrimination are not well-founded and are dismissed.

**Employment Judge Halliday
23 April 2024**

Judgment sent to the parties on:
13 May 2024 By Mr J McCormick

For the Tribunal

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.