



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Sivaalingam

**Respondent:** SME (PIZZA) Limited

**Heard at:** Watford

**On:** 30 September – 4 October 2024

**Before:** Employment Judge Malik  
Mr D Sutton  
Mr I Murphy

**Representation:**

**Claimant:** In Person

**Respondent:** Mr Betchley (Counsel)

## JUDGMENT

The unanimous judgement of the Tribunal is as follows:

1. The complaint of direct disability discrimination is not well-founded and is dismissed.
2. The complaint of disability related discrimination is not well-founded and is dismissed.
3. The complaint of constructive unfair dismissal discrimination is not well-founded and is dismissed.
4. The complaint of failure to make reasonable adjustments for disability is not well founded and is dismissed.

5. The respondent made an unauthorised deduction from wages by failing to pay the claimant the contractual amount of his wages due for the two week period prior to 4 May 2023 and is ordered to pay the claimant the sum of £1341.94, beinfg the total gross sum deducted.

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Employment Judge **Malik**

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4 October 2024

JUDGMENT SENT TO THE PARTIES ON

4 December 2024

FOR EMPLOYMENT TRIBUNALS

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.

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