



EMPLOYMENT TRIBUNALS

Claimant: Miss B Naranjan

Respondent: National Highways Ltd

Heard at: Bury St Edmunds Employment Tribunal (hybrid hearing)

On: 11 March 2025 (preliminary matters and Tribunal reading, evidence)
12 March 2025, 13 March 2025 hearing days
13 March 2025 (Hearing day, Tribunal deliberation)
14 March 2025 (Tribunal deliberation and oral judgment)

Before: Employment Judge Hutchings
Mr A. Hayes
Mrs C. Smith

Representation

Claimant: in person, supported by Mr Shilliday
Respondent: Miss Amartey, counsel

JUDGMENT

It is the unanimous decision of this Employment Tribunal that:

1. The complaint of unfair dismissal is not well-founded. The claimant was fairly dismissed for reason of capability / long term sickness absence.
2. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
3. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
4. The complaint of victimisation is not well-founded and is dismissed
5. The complaint of direct disability discrimination is not well-founded and is dismissed.
6. The complaint of unlawful deduction from wages is not well-founded and is dismissed.

7. The breach of contract claim relating to the refusal of a ill-health retirement payment is not well founded and is dismissed.

Approved by:

Employment Judge Hutchings

14 March 2025

JUDGMENT SENT TO THE PARTIES
ON 22 March 2025

FOR THE TRIBUNAL OFFICE

Notes

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/