



EMPLOYMENT TRIBUNALS

Claimant: Ms J A Osei
Respondent: Nsf Health Limited
Heard at: by CVP from the Bristol Tribunal
On: 14, 15 and 16 January 2026
Before: Employment Judge Woodhead
Mrs D England
Mrs L Fellows

Appearances

For the Claimant: Ms J A Osei and Mr C Acheampong (the Claimant's husband and representative)

For the Respondent: Not in attendance

JUDGMENT

1. The Claimant's complaint of automatic unfair dismissal pursuant to Section 99 of the Employment Rights Act 1996 ("**ERA**") and Regulation 20 of the Maternity and Parental Leave Regulations 1999 is not well founded. This complaint was also not presented within the applicable time limit. It was reasonably practicable to do so. The complaint is therefore dismissed.
2. The complaint of Pregnancy and Maternity Discrimination pursuant to Section 18 of the Equality Act 2010 was not pursued, was not well founded and was dismissed.
3. The claim unauthorised deduction from wages was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint is therefore dismissed.

Case Number: 1400529/2024

Employment Judge Woodhead

16 January 2026

Sent to the parties on

23 January 2026

For the Tribunals 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.

Public access to employment tribunal decisions

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Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>