EMPLOYMENT TRIBUNALS

Claimant: Ms May Ngai

Respondent: Oxleas NHS Foundation Trust

Heard at: Croydon (by video) **On:** 22, 23 October 2026

Before: Employment Judge Sellwood

Representation:
Claimant In Person
Respondent Ms Pitt, counsel

JUDGMENT

1. The claim for unfair dismissal succeeds.

2. Both the basic and compensatory awards are subject to a 100% deduction due to the Claimant's contributory conduct.

Approved by:
Employment Judge Sellwood
Date: 23 October 2026

Sent to the parties on:
Date: 30 October 2026

Written reasons
Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either written summary reasons or written full reasons 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 the claimant requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions
Judgments 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.

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/