



Case Number: **1303150/2022**
Case Number: **1305603/2022**

EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms A Afzal

v

Walsall Healthcare NHS Trust

Heard at: **Birmingham**

On: **10, 11, 12, 15, April 2024**
16 April 2024 (in chambers)
17 April 2024 (Judge only in chambers)
18 April 2024

Before: **Employment Judge Kenward**
Mr D McIntosh
Mr K Palmer

Appearances

For the Claimant: **in person (assisted by husband)**
For the Respondent **Ms J Heard, Counsel**

JUDGMENT

The complaints of the Claimant are not well-founded and are dismissed, namely her complaints set out below.

- (1) Unfair dismissal (Employment Rights Act 1996 sections 98 and 111).
- (2) Discrimination arising from disability (Equality Act 2010 section 15).
- (3) Failure to make reasonable adjustments (Equality Act 2010 sections 20 and 21).
- (4) Unauthorised deductions from wages (Employment Rights Act 1996 sections 13 and 23).

Signed

Employment Judge Kenward

Dated 18 April 2024



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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

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/>