



EMPLOYMENT TRIBUNALS

Claimant: Ms R Smith-Kennedy
Respondent: Maximus UK Services Ltd
Heard at: London South (by video)
On: 15, 16, 17, 18 and 19 January 2024
Before: Employment Judge Evans
Mr S Corkerton
Mr A Peart

Representation

Claimant: in person
Respondent: Ms M Polimac of Counsel

JUDGMENT

The Tribunal's unanimous judgment is that:

- 1) The claimant's complaint that she was treated unfavourably because of pregnancy is well-founded in respect of issues 1.4 (the MATB1 allegation) and 1.6 (the risk assessment allegation). It is not well-founded and is dismissed in respect of all the other allegations.
- 2) The claimant's complaint under the Working Time Regulations 1998 is not well-founded and is dismissed.
- 3) If the parties are unable to reach an agreement in relation to the question of remedy by 16 February 2024, they should apply to the Tribunal for a one-day remedy hearing to be conducted by video.

Employment Judge Evans

Date: **19 January 2024**

.....
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.

Public access to employment tribunal decisions

All judgments (apart from those under rule 52) and any 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/>