



EMPLOYMENT TRIBUNALS

Claimant: Miss E Greenwood

Respondent: North Staffordshire Combined Healthcare NHS Trust (1)
Ms J Povey (2)

Heard at: Birmingham **On:** 27 October 2020

Before: Employment Judge Findlay

Representation

Claimant: In person

Respondent: Ms L Badham of Counsel

JUDGMENT

1. The claimant's claim of unfair dismissal (brought against both respondents) is dismissed;
2. The claimant's claims of failure to make a reasonable adjustment in respect of an ergonomic chair and standing desk are dismissed;
3. The claimant's claims of failure to make reasonable adjustments in respect of her working hours and in relation to the driving element of her role were not made within the time limit in section 123(1)(a) of the Equality Act 2010 and the Tribunal which hears the final hearing in respect of her claims will determine whether it is just and equitable to extend time for those claims to be pursued;
4. The claimant's claims under section 15 of the Equality Act in respect of :
 - a. the alleged failure to inform her that she could accept a Band 6 role at a protected rate of pay without being interviewed for a band 7 role;
 - b. of not being selected for a band 7 role; and
 - c. of the refusal of the respondent to permit her to retract her notice; were made in time and can proceed to final hearing;
5. The claimant's application to add Catherine Raper as third respondent is dismissed.

27 October 2020
Employment Judge Findlay

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.