

YOUR WEEKLY BULLETIN OF WIT AND WONDER



STING WHILE YOU'RE SWINGING

Anyone for tennis injuries?



DON'T SIT HERE

A good argument for not sharing space



BERRY IMPRESSIVE

But would you eat a grossly overgrown fruit..?

HIT ME!

Wimbledon is on its way. You can tell by the prevalence of strawberries and cream in the supermarket end-of-aisle chillers and the gentle thwack of Swingball in the back gardens. And then the howl of pain as someone smashes a ball particularly hard and gets instantly clobbered in the face with their own enthusiasm.

You've got to love Swingball. It pays you back. I remember when it first came out in the 70s, half the kids in the street had fat lips and black eyes during Wimbledon. It was a badge of support.

But tennis is peppered with injuries - especially for the stars - on and off court. Here's a quick run down of some of my personal favourites...

1. Belgian star Kim Clijsters tripped over her dog, injuring her tailbone and forcing two days of rest.
2. Lleyton Hewitt missed the French Grand Open after falling downstairs, while carrying his laundry, and cracking two ribs.



3. Racquet rage-y Mikhail Youzhny has twice cut his own head open after getting angry and smacking himself with his bat. Pausing the match to get his bleeding scalp patched up hasn't brought him much sympathy from fans.
4. To tie his shoelaces, American player Sam Querrey sat on a glass-topped table - which splintered. He went straight through it and ended up undergoing emergency surgery on his arm.
5. Glass wasn't Serene Williams' friend, either, in 2010, when she was out celebrating her Wimbledon victory in a German restaurant and stepped on a broken tumbler. Stitches in both feet and surgery on her right toe kept her out of the game for quite a while.
6. But the biggest hitter has to be Goran Ivanisevic, with his hat-trick of treading on a seashell and getting a bacterial infection... breaking several fingers when he caught them in a door... and banging heads with his doubles partners, Mark Philippoussis, ending up with stitches while Philippoussis got concussion. The insurance premiums must be stratospheric by now...

What's your worst sports-related injury? We'd love to hear about it (in a supportive way!) over on our Facebook page - [HERE](#).

COOL THAT DESK

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Mrs Baker had worked for the House of Commons Commission since 1991 and suffers with a musculoskeletal condition amounting to a disability. To accommodate her condition she was supplied with specialist equipment which included an orthopaedic chair, specialist keyboard and mouse and a reading/writing slope.

The employer had a hot-desk policy due to the lack of space for all employees. Following a period of sick leave she took from June 2018 to August 2018, Mrs Baker returned to work to find that her desk had been used by other members of staff and that all her equipment and workstation as a whole had been “drastically” altered or moved.

Mrs Baker raised this issue, but was told that she was not allowed to reserve her desk for long periods of time while she was away as this was not practical. A subsequent occupational health report stated that Mrs Baker’s desk should not be used as a hot-desk due to the adjustments that would be made and that subsequent readjusting to suit her needs would be quite challenging to Mrs Baker due to her restricted movement.

Later that month, Mrs Baker attended a medical appointment and left a “polite” note on her desk to remind other colleagues to not use her workstation for hot-desking, but returned to find her chair had been adjusted while she was away. She was then summoned to a disciplinary meeting regarding the “unreasonable” note she placed on her desk. Mrs Baker subsequently filed a claim for discrimination related to disability in the Employment Tribunal.

The ET decided that the employer had victimised and discriminated against Mrs Baker when it commenced disciplinary proceedings against her for leaving the note on her desk while she was absent from work. The ET also decided that her employer failed to make reasonable adjustments when they failed to prevent Mrs Baker’s desk from being used as a hot-desk during her absence.

The ET reasoned that preventing Mrs Baker’s desk from being used as a hot-desk for an extended period of time would not be a reasonable adjustment given the lack of available workspace and that Mrs Baker could have requested assistance to readjust her workspace. However, the ET also decided that asking employees to not use Mrs Baker’s desk for shorter periods of time was indeed a reasonable adjustment that could have been implemented. The employer was aware that each time Mrs Baker’s desk was used, her equipment would need to be readjusted. Given Mrs Baker’s disability and the difficulty this would cause, Mrs Baker would be placed at a “substantial disadvantage”.

A remedy hearing was scheduled for a later date. Employers should be aware that where an employer has been found to have discriminated against an employee, there is no limit on the compensation that may be awarded by the tribunal.

Under the Equality Act 2010, employers have a duty to make reasonable adjustments for a disabled employee where any of its policies, practices, or physical premises put that employee at a significant disadvantage compared to non-disabled employees. Employers should be willing to communicate and work with employees to come up with reasonable adjustments that work for everyone.

JUL 19
Masterclass –
Practice Makes
Perfect

SEP 28

Peace of Mind
Members
Seminar

OCT 6
Settlement
Agreement
Masterclass

NOV 23
Litigation
Lessons
Masterclass



FREAKY FRUIT



I think we may have mentioned this at the time, but with our Wimbledon theme this week I’m reminded that February 2022 saw a Guinness Book of Records first with a 289g strawberry.

Grown by Ariel Chahi, a farmer in Israel, the bumper berry was 18cm long, 4cm thick and 34cm in circumference. It was amazing.

But it *did* look like it had been grown in a post-apocalyptic radioactive hinterland.

I’m not sure anyone ate it. Would you? It could make for a great origin story for a new Marvel superhero... CAPTAIN STRAWBERRY. A humble picker on a middle eastern farm innocently snacks on a strange, glowing, supersized citrus fruit and within days is turning red and growing pips on his/her skin.

Running away from the unkind taunts of fellow farm workers, Captain Strawberry (or Strawb to close friends) discovers a hidden power for...

...but here’s where I run out of juice. What would be a strawberry-related superpower? Sweetening everyone’s lives...? Emitting juice...?

Oh - I know! *Attracting an army of slugs to do your bidding!*

Quite slowly. Yep. I think that’s probably it. A slow slug army.

Don’t think this one will make The Avengers.

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Sarah Whitmore
Partner
023 8071 7462



Howard Robson
Partner
023 8071 7718



Emma Kemp
Associate Solicitor
023 8071 7486



Natalie Rawson
Associate Solicitor
023 8071 7403



Louise Bodeker
Solicitor
023 8071 7448

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