



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mrs J Virdi  
(2) Mrs M Nair

**Respondent:** London Borough of Newham

**Heard at:** East London Hearing Centre

**On:** 3 March 2020

**Before:** Employment Judge Russell  
**Members:** Mr P Quinn  
Mrs P Alford

**Representation**  
**Claimant:** In person  
**Respondent:** Mr S Bishop (Counsel)

## REMEDY JUDGMENT

1. The First Claimant is not entitled to a basic award as she has already been paid a redundancy payment which exceeds the statutory sums due.
2. There is a 100% chance that the First Claimant would have been fairly dismissed on 3 October 2017 even if a fair procedure had been followed. There is no compensatory award.
3. The Second Claimant is not entitled to a basic award as she has already been paid a redundancy payment which exceeds the statutory sums due.
4. There is a 40% chance that the Second Claimant would have been successfully appointed to the job of Resident Services Officer and a further 40% chance that, if not, she would have successfully obtained suitable alternative employment if a fair procedure had been followed.
5. The Second Claimant is entitled to the following compensation for unfair dismissal:

Loss of earnings:	£8,391.20
Loss of pension:	£1,720.20
Loss of statutory protection:	£500
Credit for enhanced redundancy payment	(£2,312.40)
<b>TOTAL AWARD:</b>	<b><u>£8,299.00</u></b>

---

Employment Judge Russell

04 March 2020

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.