



## EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

v

Mrs Margaret Wacha

Frimley Health Foundation NHS Trust

## PRELIMINARY HEARING

**Heard at:** Watford

**On:** 30 September 2022

**Before:** Employment Judge Bedeau

**Members:** Mr C Surrey  
Ms S Hughes

### Appearances:

**For the Claimant:** In Person  
**For the Respondent:** Mr L Dilaimi, Counsel

## JUDGMENT ON REMEDY

1. The claimant's conduct of proceedings was unreasonable, and rule 76(1)(a), Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, has been satisfied by the respondent.
2. The claims of direct race discrimination, victimisation, and unfair dismissal had no reasonable prospect of success, and rule 76(1)(b), Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, has been satisfied by the respondent.
3. The claimant is ordered to pay the respondent's costs in the sum of £400.00.

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**Employment Judge Bedeau**

30 September 2022

Sent to the parties on:

13 October 2022

For the Tribunal:

N Gotecha

Note:

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. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.