



EMPLOYMENT TRIBUNALS

Claimant: Ms J Khanam

Respondent: Vistra International Expansion Ltd

Heard at: Watford Employment Tribunal (in public; by video)

On: 25 October 2022

Before: Employment Judge Quill; Ms I Sood; Ms J Hancock

Appearances

For the Claimant: In Person
For the respondent: written representations only

COSTS JUDGMENT

1. The tribunal decided the protected disclosure detriment arguments (in relation to 20 February 2019 alleged protected disclosure) against the Claimant for substantially the same reasons identified in the deposit order sent to the parties on 3 December 2021. Therefore, in accordance with Rule 39(5)(b), that deposit of £250 shall be paid to the Respondent.
2. The tribunal decided the protected disclosure detriment arguments (in relation to 3 May 2019 protected disclosure) against the Claimant for substantially the same reasons identified in the deposit order sent to the parties on 3 December 2021. Therefore, in accordance with Rule 39(5)(b), that deposit of £250 shall be paid to the Respondent.
3. We make a costs order in the Respondent's favour in the sum of £10,000. The Claimant is ordered to pay the balance of £9500 (having allowed for the two forfeited deposits of £250 each) to the Respondent.
4. The payment schedule is that there be 23 monthly payments of £400 each and a final payment of £300.
5. These payments are to be made each month on or before the last day of each month, commencing from January 2023, with the last payment being December 2024. [The Claimant is free to pay more quickly than this timetable if she wishes to do so.]
6. The Claimant has requested written reasons, and these will be supplied in

due course.

Employment Judge Quill

Date: 25 October 2022

JUDGMENT SENT TO THE PARTIES ON

23 December 2022

GDJ
FOR THE TRIBUNAL OFFICE

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