



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms G Sullivan

**Respondent:** IBM (United Kingdom) Ltd

**Heard at:** Exeter by video **On:** 6 March 2023

**Before:** Employment Judge Smail  
Members Mr R Spry-Shute  
Mr D Clements

**Representation**

**Claimant:** Mr R Johns, Counsel

**Respondent:** Mr G Graham, Counsel

## REMEDY JUDGMENT

1. There was a 100% chance that the Claimant would fairly have been selected for redundancy notwithstanding the finding of procedural unfairness, and accordingly there is no scope for a compensatory award.

*Written reasons have been applied for and will be sent in due course.*

Employment Judge Smail

Date: 6 March 2023

Reasons sent to the Parties: 21 March 2023

FOR THE TRIBUNAL OFFICE