



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Rajput

**Respondent:** Commerzbank AG

**Before:** Employment Judge Joffe  
Mr R Baber  
Mr D Kendall

## JUDGMENT

The claimant's application dated 24 March 2023 for reconsideration of the Judgment sent to the parties on 10 March 2023 is refused.

## REASONS

There is no reasonable prospect of the original decision being varied or revoked, because the claimant seeks to reargue matters on which the Tribunal heard detailed submissions at the hearing and made findings based on the evidence in front of it. It is not in the interests of justice for those matters to be reargued.

### The decision on the period of interest on the award for injury to feelings

1. The claimant seeks to reargue this matter. For the avoidance of doubt, in selecting the period, the Tribunal had not lost sight of the fact that some of the acts of discrimination took place earlier than 1 October 2015. The midpoint selected was intended to fairly reflect the fact that the acts of discrimination took place over a period and the injury to the claimant's feelings would have increased with additional acts of discrimination. Awarding interest as if the injury to feelings was complete at some earlier date would not have been just and equitable.

### The decision not to award aggravated damages

2. The claimant seeks to reargue this matter. By way of clarification, when considering the findings made at the liability stage, we had regard to our findings on the issues which had been remitted and to the Tayler Tribunal's findings on those issues where its findings were undisturbed by the appeals. The reference at paragraph 67 of our Reasons is a reference to the Tayler Tribunal's findings at the liability stage. We were not bound by the Tayler Tribunal's findings on remedy.

The decision not to award sums claimed for training courses

3. The claimant seeks to reargue her claim for sums for training. The claimant did not satisfy us on the basis of the evidence she put forward, even taken at its highest and unchallenged in cross examination, that these courses would compensate her for losses incurred as a result of the unlawful discrimination.
4. For these reasons, there is no reasonable prospect of the original decision being varied or revoked.

Employment Judge JOFFE

Date: 13 April 2023

JUDGMENT SENT TO THE PARTIES ON

13/04/2023

FOR THE TRIBUNAL OFFICE