



EMPLOYMENT TRIBUNALS

Claimant: Ms M Saha

Respondent: Sony Interactive Entertainment Europe Limited

London Central

Before: Employment Judge Nicolle on the papers.

JUDGMENT

1. The claim for work of equal value under the Equality Act 2010 (the EQA) is dismissed given the findings of the Tribunal in its liability judgment dated 3 May 2024, specifically paragraphs 206-211, in which the Tribunal set out its reasons for its decision that the Respondent’s material factor defence was accepted. Therefore any equal pay claim regarding work of equal value cannot succeed. This is consistent with the order of EJ Prof AC Neal that the claim for work of equal value should be stayed pending the outcome of the like work pay claim. As such the claim is dismissed or alternatively is struck out on the basis that it has no reasonable prospect of success in accordance with Rule 37 (1) of (a) of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013.

Employment Judge Nicolle

24 June 2024

Sent to the parties on:

28 June 2024

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For the Tribunal:

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