



# **EMPLOYMENT TRIBUNALS**

**Claimant:** Mrs Allam

**Respondents:** Whitbread Group Plc

**Heard at:** London South Employment Tribunal (by CVP)

**On:** 27 August 2024

**Before:** Employment Judge Murdoch

## **Representation**

Claimant: In person

Respondent: Mr Campbell-Drummond

# **JUDGMENT ON COSTS**

1. The respondent submitted a costs application on 9 September 2024 under rule 76(1)(a) of the Employment Tribunal Rules of Procedure 2013, which is now rule 74(2)(a) of the Employment Tribunal Rules of Procedure 2024.
2. I have considered the respondent's application for a costs order against the claimant. The respondent claims costs from between 8 December 2023 and 27 August 2024, totalling £4,381.60 plus VAT.
3. I note that the claimant was copied into this application and invited to send any representations to the Tribunal, copying the respondent. I am therefore content that the claimant has been given an opportunity to respond to this costs application, and that the claimant has chosen not to make any representations.
4. I have decided not to make any costs order in this case. I note the respondent's argument that it had to chase the claimant repeatedly, remind the claimant of directions, and do all the heavy lifting to prepare for the hearing. However, I do not consider that the claimant's conduct, especially considering their litigant in person status, has been such to meet the high threshold of acting 'vexatiously, abusively, disruptively or otherwise unreasonably' under what is now rule 74(2)(a) of the Tribunal Rules 2024.

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Employment Judge Murdoch

Date 7 March 2025

JUDGMENT SENT TO THE PARTIES ON  
10 March 2025

FOR THE TRIBUNAL OFFICE

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P Wing