



EMPLOYMENT TRIBUNALS

Claimant: Ilda Joanita Esteves

Respondent: West London NHS Trust
Ms Elspeth Jefferson

JUDGMENT

The claimant's application dated 3 January 2026 for reconsideration of the judgment sent to the parties on 22 December 2025 is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked, because:

1. Written reasons have now been provided.
2. The respondent was perfectly entitled, as was the claimant, to present written closing submissions including a Scott Schedule. The claimant did not apply for a delay to be able to consider it in more detail.
3. The respondent is entitled to present its closing submissions however it chooses.
4. The Tribunal considered all the material before it in coming to its decision.
5. Employment Judge Alliott rejects the assertion that there was unequal assistance and intervention during the cross-examination. Employment Judge Alliott is confident that the conduct of the hearing was designed to facilitate all witnesses, including the claimant, to give their evidence as well and as clearly as they could.
6. There is nothing incorrect about the respondent's witnesses passing instructions to their representative (obviously, when not actually giving evidence).
7. The withdrawal of pleaded and witness evidence could have been commented upon by the claimant during the hearing and/or in her closing arguments and any alleged prejudice dealt with at the time. It is not understood how it is alleged it placed the claimant at a disadvantage. All the evidence was assessed in reaching the Tribunal's conclusions.

8. It is normal practice for patient's identification to be protected. The claimant was at the various incidents complained about and so would have known which patients were involved.
9. The reasons for the rejection of the claimant's application for an anonymity order have been provided.
10. The claimant was provided with reasons by Employment Judge Anderson why her application to amend was refused. The refusal was not taken into account in reaching the Tribunal's decision on the live issues.
11. Employment Judge Alliott has determined that none of the issues raised by the claimant compromised the fairness of the hearing or the claimant's ability to present her case.

Approved by

Employment Judge Alliott

Date: 28 April 2026

JUDGMENT SENT TO THE PARTIES ON
11 May 2026

FOR THE TRIBUNAL OFFICE