



EMPLOYMENT TRIBUNALS

Claimant: Ms L Alani née Ellis- Hill
Respondent: Novadiscovery SA
Heard at: London South (by CVP) **On:** 10 June 2026
Before: Employment Judge Yardley
Representation
Claimant: Mr A Pennington, Solicitor
Respondent: Did not attend

REMEDY JUDGMENT

1. The Respondent shall pay to the Claimant the total sum of **£115,888.24**, together with interest of **£8,805.67**, making a total payable of **£124,693.91**:
 - a) Compensation for past financial losses up to 10 June 2026 (net).....
..... £40,665.80
 - b) Unpaid statutory maternity pay (gross) £602.43
 - c) Accrued but untaken holiday pay (net)..... £4,341.12
 - d) Unpaid expenses (gross) £774.56
 - e) Contractual bonus (gross)..... £34,615.39
 - f) Future loss (net)..... £7,388.94
 - g) Compensation for loss of statutory rights..... £500.00
 - h) Injury to feelings..... £27,000.00
 - i) Interest payable on the award for injury to feelings at 8% per annum from 13 May 2022 to 10 June 2026. £8,805.67

Total compensation..... £124,693.91
2. Where any sum awarded in paragraph 1 above is expressed as a gross figure, the Claimant shall be responsible for accounting to HMRC for any income tax or National Insurance contributions due on those sums.

3. No compensation is awarded in respect of injury to health.
4. The provisions of the Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.

Employment Judge Yardley
Date: 12 June 2026

Sent to the parties on:
Date: 30 June 2026

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here: www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/