



# EMPLOYMENT TRIBUNALS

**SITTING AT:** LONDON SOUTH

**BEFORE:** EMPLOYMENT JUDGE FRANCES SPENCER

**MEMBERS** MS C EDWARDS  
MS C BONNER

**BETWEEN:** DR. ANJUM CLAIMANT

AND

ROYAL HOSPITAL FOR NEURO-DISABILITY (1) RESPONDENTS  
DR HANRAHAN (2)

**ON:** 7<sup>TH</sup> and 8<sup>TH</sup> September 2017

## **Appearances**

**For the Claimant:** In person  
**For the Respondent:** Ms H Patterson, counsel

## **JUDGMENT**

The Judgment of the Tribunal is that:

- (i) The Claimant's claim of discrimination because of religion or belief is not well founded and is dismissed.
- (ii) The Claimant was not redundant is not entitled to a redundancy payment.
- (iii) The Claimant's claim for breach of contract (failure to pay notice pay) fails as the Claimant was not wrongfully dismissed.
- (iv) The Claimant was unfairly dismissed.
- (v) If the Respondent had followed a fair procedure the Claimant would have been dismissed four weeks later. Accordingly it would be just and equitable to limit the compensatory award to 4 weeks' pay.
- (vi) The Claimant contributed to his dismissal and the basic and compensatory awards should be reduced by 25%.
- (vii) The Respondent is ordered to pay the Claimant £3,354 calculated as follows:

<u>Basic Award</u>	£
4 x £479 =1916	
Less 25%	1,437
<u>Compensatory award</u>	
4 x £639 =2556	
Less 25%	<u>1,917</u>
TOTAL	<b>3,354</b>

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Employment Judge F. Spencer  
12<sup>th</sup> September 2017

**Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision