

YOUR WEEKLY BULLETIN OF WIT AND WONDER



QUEENIE QUIZ

It's nearly Jubilee time. We're British and we're allowed.



NATWORST

Appalling staff management by a bunch of bankers is revealed in tribunal



QUEENIE QUIZ - YOUR SCORE!

I think this might be turning into Jackie Magazine (circa June 1977)

JUBILANT QUESTIONS

I'm old enough to remember the first big jubilee - the Silver one. The street parties were a cavalcade of Union Jack bowler hats, jelly in paper dishes and flared trousers. Somewhere in a box in a crate in a corner of an attic, there might be a Silver Jubilee Coin that was purchased at the time...

This was back in 1977, before all the scandals and tragedies, when the worst that could be said of the royal family was that Princess Margaret was a bit of a party girl and the Queen Mum was... but no. Nobody *everspoke* ill of the Queen Mum. Nobody. It would be like publicly slapping your granny.



But what have we learned over the next 45 years? Here's a quiz for you, so you can find out. I think it should be mandatory for you to read it out in your workplace and test your colleagues. Say it's a team building exercise...

THE WG TOWERS DIAMOND JUBILEE QUIZ

Q1. In what year was Elizabeth II crowned?

- a. 1951
- b. 1952
- c. 1953

Q2. Who was Prime Minister during the coronation?

- a. Winston Churchill
- b. Harold MacMillan
- c. Jeffery Archer

Q3. Who is the Queen's fourth child?

- a. Edward
- b. Anne
- c. Sharon

Q4. Who designed Princess Diana's wedding dress?

- a. The Emmanuel's
- b. The Zaras
- c. A five-year-old girl called Emily who won a competition

Q5. Who was at the top of the charts during the Queen's Silver Jubilee in 1977?

- a. Rod Stewart
- b. Rod Hull
- c. Black Rod

Q6. What was I wearing at our Brownies' Silver Jubilee party?

1. A red crimplene gypsy skirt with a petticoat and wedge sandals (over white knee-length socks)
2. A David Cassidy T-shirt and red glittery hot-pants

3. My mum's tennis skirt, tightened up with safety pins and a top fashioned from a Union Jack supermarket carrier bag

We know you can't WAIT for the answers - but first you MUST READ THE CASE HISTORY!

MALIGNANT TREATMENT

And speaking of reading the case history... here it is.

In the case of *Willis v National Westminster Bank (NatWest) 2020*, an Employment Tribunal (ET) considered whether an employer had unfairly dismissed and discriminated against an employee after she disclosed her cancer diagnosis.

Ms Willis, the Claimant, had been working at NatWest since 2013 and was a senior risk and compliance professional. At the time of her cancer diagnosis, she had been on secondment (a temporary transfer to another position) as head of operational continuity in resolution as a result of her previous role being made redundant. Ms Willis was located in London, while her secondment was located in Edinburgh.

When Ms Willis was diagnosed with cancer she informed her line manager, Ms Pragnell. She insisted that she would not need extensive time off but when hospital appointments and treatment were required, she would work from home on those days. However, soon after, Ms Willis was told that she needed daily treatment as well as an operation and informed Ms Pragnell of this.

In a meeting, Ms Pragnell and her line manager, Ms Williams, discussed this with human resources where instead of arranging for when Ms Willis would be absent, they sought advice regarding terminating Ms Willis' secondment early and replacing her. This occurred at the time where Ms Willis believed that Ms Pragnell was attempting to relocate the secondment to London permanently.

The ET heard about the treatment that Ms Willis had been subjected to - in particular, that the managers terminated her employment on the basis of redundancy despite the fact that there was plenty of work she could do.

The tribunal also cited the change of line manager, lack of performance review, the fact she had been told not to look for other jobs, the lack of pay rise (when her colleagues were in receipt of this), and an occasion where Ms Pragnell humiliated her in front of her colleagues, as unfavourable treatment.

The ET held that Ms Willis had suffered from discrimination arising from a disability, contrary to section 15 of the Equality Act 2010. The judgement concluded that "clear evidence of discriminatory intent" was shown, as the reason NatWest did not continue Ms Willis' employment was due to her cancer-related absences.

This case demonstrates the need for employers to consider the impact of longer-term illnesses in relation to the specific situation, especially where they may amount to a disability. As a result of the ET finding that Ms Willis' dismissal was discriminatory, NatWest potentially faces being liable for £2million; the exact amount will be decided at a future hearing. Compensatory awards for discrimination cases are uncapped so employers could find themselves facing such an amount.

EVENTS SEASON

2022

JUN 30
HR Hangout -
Practical
Management of the
Mental Health
process: from
concern to
reasonable
adjustments

JUL 19
Practice Makes
Perfect Masterclass

OCT 6
Settlement
Agreement
Masterclass

NOV 23
Litigation Lessons
Masterclass



JUBILANT ANSWERS



Q3 - Answer: Edward

But for all the attention her fourth born gets, he might as well be called Sharon.

Q4 - Answer: The Emmanuels

But honestly, a five-year-old girl called Emily *should* have designed it. It looked exactly like that.

Q5 - Answer: Rod Stewart

I Don't Want To Talk About It.

Yes! The answers to the quiz are IN!

Check these against the spirited shout-outs from your colleagues... or the quiet scribbling on your sticky notes pad. We don't mind.

Q1 - Answer: 1953

Did you get caught out? A lot of people think it was 1952 because that was when

Elizabeth's dad died and she became the monarch. But it took a while to organise the coronation - in Westminster Abbey on 2 June 1953.

Q2 - Answer: Winston Churchill

If you answered Jeffery Archer, go and have a lie down.

Honestly, I don't.

Q6 - Answer: My mum's tennis skirt, tightened up with safety pins, and a top fashioned from a Union Jack supermarket carrier bag

But remember, this was back in the olden days before eBay and Amazon and we all had to make do and mend and rustle around in a PLASTIC CARRIER BAG, MOTHER! A PLASTIC CARRIER BAG!

I'm still in therapy.

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