



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Farmer

**Respondent:** West Yorkshire Fire & Rescue Authority

## JUDGMENT

The claimant's application dated 29 November 2017 for reconsideration of the judgment sent to the parties on 16 November 2017 is refused.

## REASONS

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

1. The Claimant did not copy his application to the Respondent in accordance with Rule 71 of the Employment Tribunals Rules of Procedure 2013. In the circumstances, Employment Judge Licorish hereby waives that requirement, pursuant to Rule 6(a). A copy of the Claimant's application was nevertheless copied to the Respondent by the Tribunal on 21 December 2017. The Respondent declines to comment on the Claimant's application as it "*consider[s] the matter closed*".
2. The Claimant's comments in respect of the conduct of the Hearing do not correspond to the Tribunal's record of proceedings. In particular, during his evidence the Tribunal established with Ian Brandwood that he did not intend to change his statement in respect of the matters he took into account in deciding the claimant's appeal. The Tribunal therefore duly disregarded any other matters that he had sought to introduce into evidence in deciding liability for the unfair dismissal claim. No objection was raised by the Claimant's representative during the remainder of the hearing.

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3. The Claimant misunderstands the function of the Tribunal in respect of a number of his assertions. Any new evidence he now offers could reasonably have been known of or foreseen at the time of the hearing.
4. None of the Claimant's suggested grounds could otherwise materially affect the Tribunal's judgment that the Claimant was fairly dismissed and in accordance with his contract.
5. The remainder of the Claimant's representations do not show grounds for reconsideration. They explain why the claimant disagrees with the judgment.

Employment Judge Licorish

Dated: 16 January 2018