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EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mrs R Harrold

and

Respondent

Porchlight

Employment Judge Kurrein

JUDGMENT ON RECONSIDERATION

The Judgment sent to the parties on 4 October 2017 is confirmed.

REASONS

- 1 These Reasons should be read in light of the Judgment under reconsideration, the letter in which the parties were informed of my intention to reconsider it of my own motion, and the respective written submissions of the parties.
- 2 I have reconsidered the matter under Rules 72 and 73 Employment Tribunals Rules of Procedure 2013. I have done so without a hearing, in accordance with the parties views.
- 3 I have concluded that the Judgment should be confirmed for the following reasons: -
 - 3.1 There was no express complaint regarding the content of the reports into the Claimant's alleged public interest disclosures ("PIDs") in the Claimant's claim form. She simply stated, "...investigations were carried out but [I] these supported staff without addressing issues," far less an allegation that the content was a "detriment".
 - 3.2 Despite the "out of time" issue being raised with her by the Respondent's solicitors she made no attempt to seek to amend her claim.
 - 3.3 The Claimant's Case Management Agenda made no reference at all to the outcome of the report being an issue.
 - 3.4 The Claimant's evidence was that she believed that time ran from her receipt of the report into her alleged PIDs, despite there being freely available advice from ACAS and other sources that that is not the case.
 - 3.5 The Claimant did not herself advance the possibility that the content of the report was a detriment.

- 4 In all the circumstances of the case it is not appropriate to disturb my original decision.

Employment Judge Kurrein

17 November 2017