



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Miss C Round**

**v**

**The Liquor Works Limited**

**Heard at:** Watford

**On:** 27 November 2018

**Before:** Employment Judge Lang

## **Appearances**

**For the Claimant:** Mr J Ryall

**For the Respondent:** Not represented

## **APPLICATION FOR RECONSIDERATION**

**Under Rule 72(2)**

## **JUDGMENT**

1. The application for reconsideration made by Mr J Ryall is refused and the decision of Employment Judge R Lewis dated 27 March 2018 is confirmed.

## **REASONS**

1. This matter was listed before me to reconsider the judgment of Employment Judge R Lewis dated 27 March 2018. The application was made by Mr J Ryall. The issue for me is whether it is necessary in the interests of justice to reconsider the decision. The claims of Mr Ryall were dismissed by Employment Judge Lewis as he did not attend the hearing on 27 March 2018. I explained to Mr Ryall he would need to provide me with a good reason for his absence along with any supporting evidence. His application for reconsideration made by email of 4 May 2018 states that he was under the impression that Miss Round be able to represent all three claimants at the hearing. The judgment of Employment Judge R Lewis records that Miss Round specifically told the judge that she did not represent Mr Ryall or the other claimant at the hearing.

2. Mr Ryall confirmed that he was aware of the hearing date. I asked him if he had any evidence that Miss Round had agreed to represent him at the hearing and he was unable to provide this to me. He referred me to a WhatsApp message which Miss Round sent to him and the other claimant in which she suggested that at least one of them attend the hearing date. They did not do so. Mr Ryall says that he did not do so because he is an actor and was engaged in rehearsals for a play and it would have been detrimental to the play if he was away for the day.
3. There were underlying public policy reasons why judicial proceedings should have finality. The general rule that tribunal decisions should not be re-opened and re-litigated. I am satisfied that Mr Ryall was aware of the hearing date but had chosen not to attend. I was not satisfied that there was any evidence that Miss Round had agreed to represent him and indeed Mr Ryall made me aware that Miss Round had specifically stated that either he or the other claimant should also attend the hearing.
4. I do not consider that it is in the interests of justice to reconsider the judgment of Employment R Lewis.

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Employment Judge Lang  
10 December 2018  
Date: .....  
3 January 2019  
Sent to the parties on: .....

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For the Tribunal Office