



EMPLOYMENT TRIBUNALS

Claimant: Mrs E Cottrell

Respondents: (1) Echo Personnel Limited
(2) Avon Cosmetics Limited

JUDGMENT

The claimant's application dated **16 April 2019** for further reconsideration of the judgment sent to the parties on **5 February 2019** is refused as there is no prospect of the original decision being varied or revoked.

REASONS

1. Although the Claimant's letter of 16 April 2019 refers to the actions of Employment Judge King, I have treated it as an application for reconsideration of my finding at paragraph 8 of the Judgment and Reasons sent to the parties on 5 February 2019 that the Tribunal's letter of 16 June 2018 is genuine.
2. The Claimant's application was received more than 14 days after the date on which the decision was sent to the parties but I consider that it is in the interests of justice to extend time and to deal with it on the merits.
3. I was (and remain) satisfied that the Tribunal's letter of 16 June 2019 is genuine for the following reasons:
 - 3.1 I have seen on the Tribunal's file Judge King's handwritten instruction, dated Thursday 7 June 2018, that the preliminary hearing be converted to one in public to decide whether the Tribunal had jurisdiction to hear the Claimant's breach of contract claims and whether it had jurisdiction to hear a complaint against the Second respondent in the apparent absence of an ACAS Early Conciliation certificate naming it.
 - 3.2 I recognise Judge's King's handwriting and signature.
 - 3.3 Judge King's instruction was given effect to by a member of the Tribunal's administrative staff, T Cadman: he prepared the letter dated 16 June 2019 which, as stated in the previous reasons, was

correctly addressed. I have no reason to doubt that it was sent to the Claimant as the other parties received it.

- 3.4 As the Claimant has pointed out, 16 June 2019 was a Saturday but the Tribunal's administrative staff regularly work overtime at weekends because of the well-known backlogs in ET work. There is no significance, therefore, in the fact that the letter is dated at the weekend.

Employment Judge Foxwell

Date 17.06.19

JUDGMENT SENT TO THE PARTIES ON

.....20.06.19.....

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FOR THE TRIBUNAL OFFICE