



EMPLOYMENT TRIBUNALS

Claimant: Mrs MD Webb

Respondent: EB Johnston Limited

JUDGMENT

The Respondent's application dated **1st August 2019** for reconsideration of the judgment sent to the parties on **19th July 2019** is refused.

REASONS

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

This was a unanimous decision of a full tribunal panel. The application for reconsideration is merely a repeat of the Respondent's legal arguments and submissions on the facts which were made at the hearing. These have already been fully considered in making our findings and reaching that judgment.

We found that the Claimant did indeed resign rather than that the Respondent terminated her employment. This resignation was, however, in response to a fundamental breach of contract on the part of the employer so that it amounts, in law, to a constructive dismissal. The reason for that dismissal we found to be connected to redundancy. Redundancy is defined by statute as a diminution – whether temporary or permanent, and for whatever reason - in the requirement for employees to do work of a particular kind or at a particular place. The Claimant has not been awarded any compensation for loss of future earnings, but only damages for not being given proper notice.

Employment Judge **Lancaster** Date 12th August 2019 JUDGMENT
SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

11.6R Judgment – Reconsideration refused – respondent - rule 72