



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr R Kumar

AND

Respondent
MES Environmental Ltd

JUDGMENT ON A RECONSIDERATION APPLICATION

EMPLOYMENT JUDGE Hughes

JUDGMENT

1 The claimant's application for a reconsideration of my decision that he has no entitlement to a transcript of the hearing is refused because there is no reasonable prospect of that decision being varied or revoked.

2 The claimant's application for a reconsideration of the Employment Tribunal's unanimous decision to dismiss his claim is refused because there is no reasonable prospect of that decision being varied or revoked.

REASONS

1 On 24 to 27 February 2020, a Tribunal comprised of Mrs Forrest, Mr Moss, and me (as chairperson) considered the claimant's claim. On 27 February 2020 we handed down judgment with reasons. The claimant did not attend on 27 February 2020 due to ill-health and his barrister requested written reasons which were sent to him on 21 May 2020. The Employment Tribunal was to reconvene to hear the respondent's application for costs on 5 June 2020 but this was not possible because of the Covid-19 pandemic. The administrative staff are attempting to re-list that hearing.

2 The claimant submitted a County Court form requesting a transcript. I directed that a letter be sent to him explaining that there is no legal mechanism by which an application for a transcript of Employment Tribunal proceedings can be

made. I referred him to Schedule 1 of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013 which contain no such provision. In the letter I caused to be sent, the claimant was informed that he is entitled to request written reasons in order to appeal, and that he has received them. The claimant has applied for me to reconsider the refusal of a transcript. There is no reasonable prospect of my decision being varied or revoked because there is no legal right to a transcript of Employment Tribunal proceedings.

3 After making that reconsideration application, the claimant made a further reconsideration application in respect of the Employment Tribunal's decision to dismiss his claim as being not well-founded. There is no reasonable prospect of the judgment being varied or revoked. The application is lengthy but does nothing more than seek to challenge the Employment Tribunal's findings of fact and/or argue perversity. The Employment Tribunal's reasons and findings of fact speak for themselves. The claimant had a fair hearing. He was professionally represented and, should he wish to challenge out decision, he must appeal to the Employment Appeal Tribunal.

Signed by Employment Judge Hughes on 11 June 2020