



EMPLOYMENT TRIBUNALS

Claimant: Mr M Turkmani
Respondent: Paragon Customer Communications Limited

JUDGMENT ON RECONSIDERATION APPLICATION

The Claimant's application by emails sent on 8 and 11 June 2020 for reconsideration of the Judgment and written reasons following an Open Preliminary Hearing which was sent to the parties on 27 May 2020 is refused.

REASONS

1. The reasons for the Tribunal's Judgment on the application for reconsideration are set out herein only to the extent that the Tribunal considers it necessary to do so in order to explain its decision, and only to the extent that it is proportionate to do so. The Judgment was reached after an Open Preliminary hearing which took place on 2 December 2019 and reasons for that decision were announced orally. Written reasons were provided at the request of the Claimant.
2. The application for reconsideration of the Judgment in this case was set out in some detail over approximately five pages in the emails referred to above. At the time the emails were sent to the Tribunal, the Claimant also copied them to the Respondent. It is therefore not proportionate to repeat in these Reasons the detailed grounds on which the application for reconsideration was made.
3. The Claimant made detailed representations about issues which the Tribunal considered during the preliminary hearing and in effect he

attempted to re-litigate those issues by his application for a reconsideration.

4. He further asked the Tribunal to have regard to a document – a letter from his GP – dated 20 January 2020, after the preliminary hearing, but before the promulgation of the Tribunal’s Judgment and written reasons. The Tribunal does not consider that it is in the interests of justice or proportionate to take this document into account as the content of the letter covered ground which was available to the Tribunal at the December 2019 hearing in the form of the Claimant’s GP records from the end of 2011 to 2018, i.e. evidence of a consultation with the Claimant’s GP on 27 April 2018.
5. In all the circumstances, the Tribunal did not consider that there were any reasonable prospects of the Tribunal deciding to revoke or vary the Judgment based on the contents of that letter.
6. The Tribunal set out its Reasons for the Judgment reached in a detailed document running to some 17 pages. The Reasons sufficiently and at proportionate length explained the Tribunal’s Judgment. The fact that the Claimant does not agree with the Tribunal’s Judgment and findings of fact does not constitute adequate grounds for varying or revoking the Judgment.
7. The application for reconsideration does not raise any matters which would lead the Judge to consider that there was any reasonable prospect of the original Judgment being varied or revoked. In those circumstances, having regard to the terms of Rule 72(1) of the Employment Tribunals Rules of Procedure 2013, the application for reconsideration is hereby refused.

Employment Judge Hyde
Dated: 12 June 2020