



## EMPLOYMENT TRIBUNALS

To: Fiona Almazedi  
Oakwood Solicitors Ltd  
By email  
[F.Almazedi@oakwoodsolicitors.co.uk](mailto:F.Almazedi@oakwoodsolicitors.co.uk)

4th Floor, City Exchange, 11 Albion Street,  
Leeds, LS1 5ES

Office: 0113 245 9741  
Fax: 01264 785136  
DX 742940 Leeds 75

To: DX Network Services Limited  
Marie Maguire  
By email [Marie.Maguire@thedx.co.uk](mailto:Marie.Maguire@thedx.co.uk)

e-mail: [LeedsET@justice.gov.uk](mailto:LeedsET@justice.gov.uk)

Date 29 June 2020  
Case Number: 1807527/2019

Claimant Respondent Mr D Brigham v DX Network Services  
Limited

### EMPLOYMENT TRIBUNAL JUDGMENT

A copy of the Employment Tribunal's judgment is enclosed. There is important information contained in 'The Judgment' booklet which you should read, including guidance about enforcement. The booklet "Employment tribunal hearings: judgment guide (T426)" can be found at:  
[www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426](http://www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426)

If you do not have access to the internet, paper copies of all publications can be obtained by telephoning the tribunal office dealing with the claim.

The Judgment booklet explains that you may request the employment tribunal to reconsider a judgment or a decision. It also explains the appeal process to the Employment Appeal Tribunal. These processes are quite different, and you will need to decide whether to follow either or both.

Both are subject to strict time limits. An application for a reconsideration must be made within 14 days of the date the decision was sent to you. An application to appeal must generally be made within 42 days of the date the decision was sent to you and no later than 4.00pm on the final day; but there are exceptions: see the booklet.

The booklet also explains about asking for written reasons for the judgment (if they are not included with the judgment). These will almost always be necessary if you wish to appeal. You must apply for reasons (if not included with the judgment) within 14 days of the date on which the judgment was sent. If you do so, the 42-day time limit for appeal runs from when these reasons were sent to you. Otherwise time runs from the date the judgment was sent to you or your representative.

For further information, it is important that you read the Judgment booklet. You may find further information about the EAT at [www.gov.uk/appeal-employment-appeal-tribunal](http://www.gov.uk/appeal-employment-appeal-tribunal)

An appeal form can be obtained from the Employment Appeal Tribunal at: Employment Appeal Tribunal, 7 Rolls Buildings, Fetter Lane, London, EC4A 1NL, or in Scotland at George House, 126 George Street, Edinburgh, EH2 4HH.

If you wish to lodge an appeal you should also refer to the T440 publication ‘I want to appeal to the Employment Appeal Tribunal’ at [www.gov.uk/government/publications/how-to-appeal-to-the-employment-appeal-tribunal-t440](http://www.gov.uk/government/publications/how-to-appeal-to-the-employment-appeal-tribunal-t440) which contains important information about lodging appeals.

Please note that all judgments are published on the online judgment register. The online judgment register can be accessed via: [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions)

Yours faithfully,

JULIE MELVIN  
For the Tribunal Office