



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs D Pritchard

**Respondent:** Scot Group Ltd t/a Thrifty Car Rental

## JUDGMENT

The respondent's application dated 3 September 2020 for reconsideration of the judgment sent to the parties on 21 August 2020 is refused.

## REASONS

1. By a letter presented to the Tribunal on 3 September 2020, the Claimant applied for reconsideration of the judgment sent to the parties on 21 August 2020.
2. Under Rule 72(1) Employment Tribunal Rules of Procedure 2013, such an application is to be refused, without the need of a hearing, if an Employment Judge considers that there is no reasonable prospect of the original decision being varied or revoked.
3. Employment Judge Brace has reviewed
  - a. her notes of the evidence given at the hearing;
  - b. the witness statements from the parties;
  - c. the documents from the Bundle;
  - d. the judgment sent to the parties on 21 August 2010; and
  - e. the letter from the Claimant of 3 September 2020.
4. The Judgment has been corrected at paragraph 54 (the meeting was on 29 March 2019 and not 2 March 2019) and paragraph 73 (the complaint was made to HR on 6 June 2019 not 6 May 2019,) but these were typing

errors only that required correction and Employment Judge Brace is satisfied that such errors do not impact on the overall findings or conclusions.

5. The application for reconsideration for the most part makes evidential points. Many of these are covered in the Tribunal's written reasons. To the extent that they are not, they are either not relevant to the determination of the issues which the Tribunal needed to determine or the points were not made in the original hearing. The points made in the application for reconsideration which were made at the original hearing, were either ones which the Tribunal did not accept or would not make any difference to the decisions made by the Tribunal.
6. The purpose of the reconsideration is not to provide the parties with the opportunity to relitigate the matter or adduce further argument and essentially, the points in the application for reconsideration attempt to relitigate evidential matters which either were or could have been addressed at the original hearing. There is a strong public interest that there should, so far as possible, be finality of litigation.
7. There is therefore no reasonable prospect the original decision being varied or revoked. The application is therefore refused.

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**Employment Judge R Brace**

**29 September 2020**

JUDGMENT SENT TO THE PARTIES ON

30 September 2020

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FOR THE TRIBUNAL OFFICE