



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Karim

**Respondent:** Tesco stores Ltd

## JUDGMENT FOLLOWING A RECONSIDERATION

The claimant's applications dated the 15<sup>th</sup> and 17 December 2020 for reconsideration of the judgment sent to the parties on 3<sup>rd</sup> December 2020 is refused.

## REASONS

1. There is no reasonable prospect of the original decision being varied or revoked for the reasons set out below.
2. The claimant has raised three points in which she objects to the decision.
3. Her first point is that she is not happy that reinstatement was not ordered. The claimant is clearly unhappy about the decision made, but a statement that a different decision had been made is not a ground for the original decision being varied or revoked.
4. Her second point is that she mentioned to the judge during the hearing that she had stress and depression and she makes reference in her number paragraph 3 to a number of things that she says she mentioned at the time of the hearing. These points were indeed made by the claimant and all duly considered by the panel and a conclusion reached. Repetition of the facts as the claimant sees them is not a valid ground for the decision to be reconsidered.
5. The claimant's final point at paragraph 4 of her application, as well as referring to matters that she says she raised with the judge, also accuses a witness of lying. This appears to be about what the witness said at the appeal hearing. The witness was questioned at the time and gave an account that we accepted. The claimant has not produced any grounds for the decision to be revoked on this basis.

6. Finally, the claimant states that she was unrepresented at the hearing and was confused and nervous. This was an in-person hearing and adjustments were made during the course the proceedings to accommodate the claimant's nerves. This and the failure of the claimant to bring a legal representative do not amount to valid grounds on which the decision should be varied or revoked.
7. For all these reasons the application is therefore refused.

**Employment Judge McLaren  
Date: 5 January 2021**