



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Hawkes

**Respondent:** Oxford Economics Ltd

## JUDGMENT

The claimant's application dated **19.7.21** for reconsideration of the judgment sent to the parties on **29.12.20** is refused.

## REASONS

There is no reasonable prospect of the original decision being varied or revoked, because it is not necessary in the interests of justice to reconsider the judgment as set out below.

A tribunal may only reconsider a judgment if it is necessary in the interests of justice to do so.

The application for reconsideration is made on the basis that the judgment was perverse. This is not a ground for reconsideration. According to case law the (previous but analogous) review provisions, were 'not intended to provide parties with the opportunity of a rehearing at which the same evidence can be rehearsed with different emphasis, or further evidence adduced which was available before'.

It appears that the application for reconsideration is further based on a submission that the tribunal misinterpreted statute. Again, this is not grounds for a reconsideration.

The claimant essentially complains that the Employment Tribunal reached a decision on the evidence and the law with which he disagrees.

Employment Tribunals' broad discretion to determine whether reconsideration is necessary must be exercised judicially. This means having regard not only to the interests of the party seeking the reconsideration, but also to the interests of the other party and to the public interest requirement that there should, so far as possible, be finality of litigation.

To the extent that the claimant seeks a review on the basis of an error by his counsel, it is not in the interests of justice to reconsider a judgment because of any such error.

There are no other grounds to reconsider the judgment. There is no suggestion that new evidence has become available which was not available at the time of the hearing. There is no suggestion of a procedural mishap, such as a party not being aware of a hearing.

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Employment Judge Nash  
Date: 23 July 2021

Sent to the parties on  
Date: 27 July 2021