



EMPLOYMENT TRIBUNALS

Claimant: Mr A Wroe

Respondent: The Carphone Warehouse Ltd

JUDGMENT

The claimant's application dated 5 August 2021 for reconsideration of the judgment sent to the parties on 22 July 2021 is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked. It is an attempt simple to relitigate the facts. The claimant's evidence and arguments were fully considered. A lack of specific reference to a matter does not mean it has not been considered. By no means all of the material before the tribunal was relevant to the issues.

The tribunal refers, by way of an example, to the claimant's arguments regarding the internal investigation and witness statements taken as part of it. The investigation was wider than into the matter for which the claimant was dismissed. There may have been a breach of procedure in those statements not being signed. However, the respondent did seek and obtain email confirmation as to their accuracy from the witnesses in the majority of cases. The breach would not have been sufficient to render dismissal unfair. Furthermore, the decision to dismiss was not materially based on witness statement evidence. The claimant did not point to any discrepancy in witness statement evidence which rendered the respondent's conclusion unreasonable.

Employment Judge Maidment

Date 12 August 2021