



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

AND

Respondent

MR C OTOO-MENSAH

G4S SECURE SOLUTIONS (UK) LTD

JUDGMENT

The claimant's application dated **23 December 2020** for reconsideration of the Judgment in this case ("**Judgment**") is refused.

REASONS

1. I have taken account of correspondence from the parties and in particular from the Claimant dated 23/12/20 and 11 January 2021. I apologise for the long delay in dealing with this; due to the pandemic, the relevant papers were only recently passed to me.
2. The main argument the Claimant raises in the reconsideration application is that it was wrong to make a 50% reduction to the award for loss of earnings by reference to the Claimant not doing more to explore redeployment within the Respondent. However, by far the main reason for the reduction was, as set out at paras 47-49 of the original Reasons, the fact that it was not possible to know whether – if the pool had included the other employees it ought to have included and if the criteria had been amended – the Claimant would have been retained in employment in any event.
3. The Claimant feels that no account should have been taken of any reticence on his part to explore redeployment. For the reasons given above, this was not a major factor in assessing the reduction, but in any event the issue whether the Claimant did cooperate in that exploration was canvassed in evidence at the hearing and I found

(see para 26 of the original Reasons) that he had failed to do so to some extent. That is not a factual finding I am prepared to reopen.

4. For the above reasons, there is no proper basis for a reconsideration of the Judgment.

Oliver Segal QC
Employment Judge

24 August, 2021

JUDGMENT & REASONS SENT TO THE PARTIES ON

24/08/2021.

FOR THE TRIBUNAL OFFICE