



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr V Udoye

**First Respondent:** Lead Employer Trust (Northumbria Healthcare NHS Foundation Trust)

**Second Respondent:** Ms L Richards

## JUDGMENT

The claimant's application dated 21 February 2022 for reconsideration of the judgment of the Tribunal that was sent to the parties on 19 November 2021 is refused.

## REASONS

1. By an email dated 14 February 2022, the claimant, by his representative, Mr Echendu, seeks reconsideration of the tribunal's Judgment in this matter that was given on 12 November 2021 and sent to the parties on 19 November 2021. By that judgment the tribunal dismissed the claimant's complaints against both respondents. Reasons for the judgment were given orally at the hearing on 12 November 2021. Following a request from Mr Echendu, written reasons were sent to the parties on 7 February 2022.
2. A tribunal has power to reconsider any judgment where it is necessary in the interests of justice to do so: Rule 70.
3. The claimant's application for a reconsideration under r 71 must first be considered by me as the judge who chaired the full tribunal which made it. If I consider there is no reasonable prospect of the original decision being varied or revoked, I must refuse the application. If I consider that there is some reasonable prospect of the original decision being varied or revoked I must

seek a response from the respondent and seek the views of the parties on whether the matter can be determined without a hearing. The application is then to be determined by the full tribunal, whether it is dealt with at a hearing or on the papers.

4. In deciding whether it is necessary to reconsider a judgment in the interests of justice, the tribunal must seek to give effect to the overriding objective to deal with cases fairly and justly. That includes taking into account established principles. Those established principles mean the tribunal must have regard not just to the interests of the party seeking the review, but also to the fact that a successful party should in general be entitled to regard a tribunal's decision on a substantive issue as final and to the public interest requirement that there should, as far as possible, be finality of litigation. As the court stressed in *Flint v Eastern Electricity Board* [1975] IRLR 277, QB 'it is very much in the interests of the general public that proceedings of this kind should be as final as possible.'

5. As Simler P said in *Liddington v 2Gether NHS Foundation Trust* UKCAT/0002/16/DA:

"A request for reconsideration is not an opportunity for a party to seek to re-litigate matters that have already been litigated, or to reargue matters in a different way or adopting points previously omitted. There is an underlying public policy principle in all judicial proceedings that there should be finality in litigation, and reconsideration applications are a limited exception to that rule. They are not a means by which to have a second bite at the cherry, nor are they intended to provide parties with the opportunity of a rehearing at which the same evidence and the same arguments can be rehearsed but with different emphasis or additional evidence that was previously available being tendered. Tribunals have a wide discretion whether or not to order reconsideration."

6. The basis of the claimant's application, in essence, is that he and/or Mr Echendu disagree with the tribunal's assessment of the evidence and are seeking to reargue the claimant's case. The points made now by Mr Echendu are substantially the same as those he made at the hearing, and which, to the extent we considered them relevant, we took into account when reaching our decision. The claimant is of course entitled to disagree with the tribunal's assessment of the evidence. That is not a proper basis on which to overturn the judgment, however.
7. There is nothing in the grounds advanced on behalf of the claimant that could lead the tribunal to vary or revoke its decision. I consider there is no reasonable prospect of the original decision being varied or revoked. It follows that I must refuse the application.

Employment Judge Aspden

Date 1 March 2022