



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. Wayne Sheppard

**Respondent:** Jaguar Land Rover Limited

## JUDGMENT

The claimant's application dated **19 April 2022** for reconsideration of the judgment sent to the parties on **7 April 2022** is refused.

## REASONS

There is no reasonable prospect of the original decision being varied or revoked, because :-

(a)the claimant's application for a reconsideration is in reality an application for a second bite of the cherry (**Flint v Eastern Electricity Board (1975) ICR 395**); (b)the Tribunal takes into account that the claimant was a a litigant in person at the final hearing and is cognisant of the fact that litigants may lack knowledge of the tribunal procedure (chapter 1, paragraph 15 of the Equal Treatment Bench Book);

(c)however the claimant did have the benefit of legal advice during the litigation; if the claimant considers that this advice fell below the required professional standard he must seek redress for this outside the employment tribunal process

(d)the determination of the tribunal was that reinstatement was not reasonably practicable in circumstances, where there was a significant lack of trust between the parties and that the claimant's capacity to resume employment with the respondent was less than clear;

(e)in the circumstances the medical evidence does not assist the claimant in either overturning the determination that there was a lack of trust between the parties and does not establish that the claimant can resume his employment with the respondent and in any event could have been obtained prior to the remedy hearing; (f)it is not in the interests of justice to reconsider the remedy judgment.

**Case No: 1307321/2019 & 1300342/2020**

Employment Judge **Wedderspoon**

Date: 9 May 2022

JUDGMENT SENT TO THE PARTIES ON: 31 May 2022

FOR THE TRIBUNAL OFFICE

