



EMPLOYMENT TRIBUNALS

Claimants: Mr M Patel

Respondents: Capita PLC

BEFORE: Employment Judge Martin

JUDGMENT ON RECONSIDERATION

The Judgment of the Tribunal is that the Judgment made on 25 January 2023 is hereby revoked.

REASONS

1 A judgment was issued in this case on 25 January 2023 dismissing all of the claimant's claims unless either party applied to relist the case for hearing within 14 days. This was issued on the basis that both parties advised the tribunal that they had negotiated terms of settlement with ACAS and were content for a judgment to be issued in those terms.

2 It subsequently transpired that ACAS would not finalise the terms of settlement following issue of the judgment in this case. The Tribunal has decided to treat the claimant's email to the respondent, copied to the Tribunal, dated 30 January 2023, raising the problems with finalising the terms of settlement through ACAS, as

an application for reconsideration. In that regard, the Tribunal has taken note of the subsequent email sent by the respondent on 27 February 2023, requesting (albeit outside the parameters set out in the judgment) a relisting of the hearing. In any event, Employment Judge Martin has considered on her own initiative whether the judgment made by her on 25 January 2023 should be varied and / or revoked following receipt of this further correspondence

3 The Tribunal took account of Rules 70 – 73 of Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 which deals with reconsideration of Judgments.

4 The Tribunal considers that it is in the interests of justice to vary or set aside the judgment of 25 January 2023.

For those reasons the judgment made on 25 January 2023. Is hereby revoked.

Employment Judge Martin

Date: 10 March 2023

JUDGMENT & REASONS SENT TO THE PARTIES ON

23 March 2023

FOR THE TRIBUNAL OFFICE