



EMPLOYMENT TRIBUNALS

LONDON CENTRAL

Claimant: Mr A Uddin

Respondent: NSL Limited

RECONSIDERATION DECISION

1. By letter to the Tribunal dated 31 October 2023, the Claimant applies for reconsideration of the Tribunal's judgment dated 24 October 2023, dismissing his complaints of unfair dismissal, unlawful discrimination and breach of contract. The hearing took place between 18-20 and 23 October 2023, with extempore reasons given at the conclusion of the hearing. Written reasons have subsequently been requested.
2. Rule 70 of the Tribunal's Rules of Procedure 2013 provides Tribunals with the power to reconsider a judgment where it is necessary in the interests of justice. The power is not intended to be used to provide parties with the opportunity for a rehearing at which the same evidence can be rehearsed or further evidence adduced which was available before. Finality in litigation is seen as an important principle. The interests of justice need to be considered from the perspective of both sides.
3. Addressing the further evidence and arguments which the Claimant points to in support of his unfair dismissal complaint, the Tribunal does not consider that the interests of justice require reconsideration of the judgment. None of the information referenced by the Claimant, which he says only became available to him after the conclusion of the hearing, would, on its face, have any material bearing on the Tribunal's determination.

4. Further, and independently, the interests of finality in the litigation provide strong grounds for refusal of the application to reconsider the judgment under this heading.
5. Turning to the complaints of unlawful discrimination, the matters to which the Claimant refers substantially relate to allegations he could have advanced and evidence which he could have adduced at the hearing. It is inappropriate, and contrary to the interests of justice, for such matters to be raised at this stage, after the conclusion of the hearing.
6. In the circumstances, the application for reconsideration is refused.

EJ – M sutton

24 November 2023

Sent to the parties on:

24/11/2023

For the Tribunal Office: