



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mr Jack Litchfield  
(2) Ms Charlotte Wrigley

**Respondent:** The Bull (Colchester) Ltd

## JUDGMENT

The Respondent's request dated 4 December 2023 for reconsideration of the judgment dated 26 October 2023, sent to the parties on 17 November 2023, is refused.

## REASONS

1. Rule 71 of the Employment Tribunals Rules of Procedure 2013 Rules ('Rules') requires that an application for reconsideration is made within 14 days of the written record being sent to the parties. The application for reconsideration is made in time.
2. Rule 72 (1) of the Rules provides:  
*"An Employment Judge shall consider any application made under rule 71. If the Judge considers that there is no reasonable prospect of the original decision being varied or revoked (including, unless there are special reasons, where substantially the same application has already been made and refused), the application shall be refused and the Tribunal shall inform the parties of the refusal. ..."*
3. I have not instructed the Tribunal administration to seek the response of the Claimants prior to my considering the application because, although a reconsideration request has been made, the Respondent has not identified what aspect, if any, of paragraphs 4 and 5 of the judgment that it seeks to be reconsidered. I refer to the latter because the payments to be made to the Claimants, as recorded at paragraphs 1 and 2, were conceded by the Respondent at hearing and in pre-hearing correspondence.
4. Further, even in the absence of any direction from the Respondent in regard to its reconsideration request, having reviewed the judgment for the purposes of the latter, and bearing in mind Rule 73 of the Rules which sets out the Tribunal's

power to reconsider a judgment on its own initiative, I nevertheless can identify no reason to depart from my original judgment.

5. That said, there is an error in what has been recorded at paragraph 4, in that I have confused the Claimants in regard to what has been recorded as the awards for each of them for the holiday claim awards. In short, I have in error on the Judgment Order accorded the sum awarded to the First Claimant to the Second Claimant, and vice versa. My correction of this is reflected in the Corrected Judgment.
6. The Respondent's application for reconsideration of the judgment is therefore refused.

**Employment Judge MM Thomas  
Date: 11 January 2024**