



EMPLOYMENT TRIBUNALS

Claimant: Miss K Watson

Respondent: United Synagogue

JUDGMENT

The claimant's application dated **18 March 2024** for reconsideration of the judgment sent to the parties on **21 March 2024** is refused.

REASONS

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

1. A judgment may only be reconsidered if it is necessary in the interests of justice to do so;
2. There is an underlying public policy principle that there should be finality in litigation;
3. Reconsiderations are not a method by which a disappointed party to proceedings can get a second bite of the cherry;
4. The reconsideration request largely seeks to rehearse the same evidence and/or arguments that were made at the hearing but with different emphasis;
5. In some instances, the reconsideration request seeks to rely on evidence that the claimant did not put before the tribunal at the hearing (and which she could have put before the tribunal);
6. The main thrust of the reconsideration request is to seek to change the tribunal's decision that the claimant resigned and was not dismissed. The tribunal made it clear in its oral reasons that even if it had concluded that the claimant had been dismissed on 11th January 2022 the unfair dismissal claim would have failed in any event. The tribunal concluded that the respondent's actions on 11th January 2022 were not done because the claimant had made protected disclosures.

Employment Judge Mr A. Spencer
26 March 2024

JUDGMENT SENT TO THE PARTIES ON
3 April 2024

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FOR THE TRIBUNAL OFFICE