



# EMPLOYMENT TRIBUNALS

## London South Employment Tribunal

**Claimant:** Demetris Sofoklis  
**Respondent:** St Mickalos Company Ltd  
**Before:** Judge M Aspinall (sitting alone as an Employment Judge)

## Decision

Rules 70-72 of The Employment Tribunals Rules of Procedure 2013 (as amended)

The Judgment entered on 11 April 2024 is revoked.

### Background

1. This case involves a claim brought by Mr. Demetris Sofoklis against his former employer, St Mickalos Co Ltd. Mr. Sofoklis submitted his claim to the Employment Tribunal on 23 February 2024.
2. St Mickalos Co Ltd was required to submit their response to the claim by 13 March 2024. This is because the rules state that a response must be submitted within 28 days of the claim being sent to the respondent.
3. On 11 April 2024, a judgment was entered against St Mickalos Co Ltd. This was because the Tribunal believed they had not submitted their response on time.

### Application for Reconsideration

4. St Mickalos Co Ltd applied for a reconsideration of the judgment. They explained that they had submitted their response online on 13 March 2024, before midnight. They provided evidence of this submission.
5. The Tribunal has reviewed the evidence and acknowledges that St Mickalos Co Ltd did, in fact, submit their response on time.

### The Law

6. The Employment Tribunal Rules of Procedure 2013 set out the rules for how cases are handled in the Tribunal. Rule 16 states that a respondent must submit their response within 28 days of the claim being sent to them.
7. Rule 4 explains how deadlines work. It states that if something must be done by a certain date, it must be done before midnight on that date.
8. Rule 70 allows a party to apply for a reconsideration of a judgment if they believe there has been an error.

### Reasons for my decision

9. The Tribunal made a mistake in believing that St Mickalos Co Ltd had not submitted their response on time. This was an administrative error on the part of the Tribunal, and we sincerely apologize for this mistake and any inconvenience it may have caused.
10. St Mickalos Co Ltd did submit their response on time, just before the deadline. Therefore,

the judgment against them should not stand.

**Decision**

11. For the reasons explained above, the Tribunal has decided to revoke the judgment entered on 11 April 2024. This means the judgment is cancelled and the case will now proceed as normal.

**Judge M Aspinall**  
**20th April 2024**

**Sent to Parties**  
**23<sup>rd</sup> April 2024**

**For the Tribunal**  
**Office**

**P Wing**