



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Freeman

**Respondent:** (1) Firma Foreign Exchange Corporation (UK) Ltd  
(2) UKFOREX Limited

**Heard at:** East London Hearing Centre

**On:** 1 May 2024

**Before:** Employment Judge Jones

Written Representations from all parties

## JUDGMENT ON RECONSIDERATION

*The judgment dated 4 March 2024 is revoked.*

*The Claimant can pursue his claim of unauthorised deductions, automatically unfair dismissal, redundancy and failure to consult; in this Tribunal.*

*The Respondent's Response and Grounds of Resistance received by the Tribunal on 21 February was received within the stipulated time.*

*This is a defended matter.*

*There will be a case management hearing on 23 May 2024 for this matter.*

## REASONS

This was the Respondents written application for reconsideration of the judgment dated 21 February 2024, which was promulgated on 4 March 2024.

*The history of this matter is as follows:*

The Claimant submitted two complaints in this Employment Tribunal. This complaint, case number 3202443/2023 was issued on 13 December 2023. It was sent to the Respondents at the correct address on 24 January with the response forms. The Respondents were ordered to submit their response by 21 February 2024.

On 12 February, the Respondents applied for an extension of time in which to submit its response to this and other claims made by the Claimant.

The Tribunal refused the application for an extension of time and a default judgment was issued. The Tribunal failed to provide the judge with a copy of the Response form submitted by the Respondent on the last day for doing so, 21 February 2024.

The basis of the default judgment issued on 21 February and sent to the parties on 4 March, was that the Respondent had failed to submit its response in time. As the Respondent had in fact submitted the Response in time, the default judgment can be revoked. Although the Claimant opposed the Respondents' application for a reconsideration of the default judgment, he did not specifically refer to this judgment and gave no reasons why it should not be revoked.

***Reconsideration***

The Respondents' application for reconsideration was considered today on a referral to EJ Jones.

The Respondents' complied with Rule 16 of the Employment Tribunals Rules of Procedure 2013 because their responses and ET3 forms were presented to the tribunal office within 28 days of the date that the copy of the claim form was sent to the tribunal.

The Respondents complied with the Tribunal Rules. The Responses to this claim are accepted and this is now a defended matter.

**Employment Judge Jones**  
**Date: 1 May 2024**