



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. J Jospheh

**Respondent:** Wincanton Group Limited

## JUDGMENT

The claimant's application dated **15 July 2024** for reconsideration of the judgment sent to the parties on 1 July 2024 is refused.

## REASONS

1. There is no reasonable prospect of the original decision being varied or revoked.
2. I explained the process for considering an interim relief application at the start of the hearing, . All submissions, both written and oral, were considered by the parties, and a brief summary of the procedure is set out at paragraphs 7 to 12 of the judgment. The parties were able to submit any documents they wished and had a full opportunity to make any comment they wished. All emails alleged to be protected disclosures that had been provided to the Tribunal were considered in full. As set out in the judgment, consideration of whether they amount to protected disclosures or not will take place at a final hearing after consideration of all evidence.
3. The threshold for interim relief being granted is extremely high, and the decision is made without a full hearing considering oral evidence, as is usual and appropriate in considering applications for interim relief.
4. The judgment sets out the applicable law, in particular the process of undertaking an expeditious summary assessment, and explains the conclusions reached. The fact the Claimant has a different view to that set out in the judgment does not mean that the decision should be reconsidered.

---

Employment Judge Cawthray

Date 11 August 2024

---

Sent to Parties.  
19 September 2024