



EMPLOYMENT TRIBUNALS

Claimant: Svetoslav Mitev

Respondent: Mitie Ltd

JUDGMENT

The claimant's application dated 14 November 2024 for reconsideration of the judgment sent to the parties on 1 November 2024 is refused.

REASONS

1. By Rule 70 of the Employment Tribunal's Rules of Procedure 2013, the Employment Tribunal may, either on its own initiative or on the application of a party, reconsider any judgment where it is necessary in the interests of justice to do so. On reconsideration, the judgment may be confirmed, varied or revoked.
2. The judgment will only be reconsidered where it is necessary in the interests of justice to do so. This allows the Employment Tribunal a broad discretion, which must be exercised judicially. This means having regard not only to the interests of the party seeking the reconsideration but also the interests of the other party to the litigation and to the public interest requirement that there should, so far as possible, be finality of litigation. Reconsiderations are therefore best seen as limited exceptions to the general rule that employment tribunal decisions should not be reopened and relitigated.
3. The employment tribunal fully considered the evidence before it and came to its conclusions on all the issues in the case. Written reasons for its judgment have been given. A reconsideration is not an opportunity for the claimant to have a rehearing at which the same evidence is rehearsed with different emphasis. A party's disagreement with the tribunal's judgment is not a good reason to reconsider.
4. The claimant's application centres around a restatement of his case, which was before the tribunal at the full merits hearing. He attaches evidence, most of which appears to have been before the tribunal at the full merits hearing. If any

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of it is new, it adds nothing to what was previously before us. There is nothing in the claimant's application which justifies a reconsideration.

5. Taking account of the overriding objective of dealing with cases justly and fairly, I conclude that it is not necessary in the interests of justice to reconsider the original judgment as there is no reasonable prospect of it being varied or revoked.

Employment Judge Liz Ord

Date 20 November 2024