



EMPLOYMENT TRIBUNALS

Claimant: Ms M F Gherghel

Respondent: Thurrock Borough Council

JUDGMENT

The claimant's applications dated 28 October 2024 and 12 November 2024 for a reconsideration of the Judgment sent to the parties on 18 October 2024 and Written Reasons sent to the parties on 30 October 2024 is refused.

REASONS

1. There is no reasonable prospect of the original decision being varied or revoked because:
 - 1.1 the matters raised in the application for reconsideration (insofar as they relate to the time limit issue) were all raised and considered at the preliminary hearing. No new material or arguments have been provided.
 - 1.2 there was no procedural error at the beginning of the hearing: the Judge and parties were introduced.
 - 1.3 there was no procedural error arising from Mr Farooq representing the respondent. The claimant's objections to Mr Farooq were raised and dismissed at the hearing (for the reasons set out in the Case Management Order of 15 October 2021).
 - 1.4 there was no procedural error in the provision of documentation to Mr Farooq. At the commencement of the hearing Mr Farooq raised that he did not have the Claimant's email to the Tribunal dated 24 May 2024 containing her further and better particulars. This is a public document and he was sent a copy by the Tribunal in order for the hearing to proceed. On considering the court file in response to this

reconsideration application it is noted that the claimant had not copied the respondent into this email which she should have done.

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Employment Judge Hart
22 November 2024