



# EMPLOYMENT TRIBUNALS

**Claimant:** Rian Wispy

**Respondent:** Quintessentially UK Ltd

## JUDGMENT

The claimant's application dated 11 February 2025 for reconsideration of the judgment sent to the parties on 7 February 2025 is refused.

## REASONS

1. By an email dated 11 February 2025 the claimant wrote to the Tribunal as follows:

*"Good Morning.*

*The appellant has just seen this email and judgement*

*Firstly the appellant would like to apologise for missing the hearing. As the Tribunal is aware there were storms that day and unfortunately although not directly affected with damage by the storm, the appellant did suffer a power cut.*

*Further to the judgement made on the 24 January 2025 the Appellant is writing to ask if there is any avenue to appeal the decision within the tribunal? As the Appellant has indicated previously in emails to both parties, there is believed to have been failures within the Tribunal in this case. Therefore, if the Tribunal state that there is no avenue for an appeal then the Appellant will seek a Judicial Review.*

*Given the matter is time sensitive I must impress a time to respond of seven days to either enable an appeal within the Tribunal. If the Tribunal cannot meet the deadline, the appellant will move directly to a judicial Review as Errors of Fact and law can be found in both judgements and decisions made.*

2. I have treated this email as an application for reconsideration of the decision to proceed with the hearing in the absence of the claimant (see paragraph 2 of the decision dated 2 February 2025).
3. There is no reasonable prospect of the original decision being varied or revoked, because the Claimant has provided no evidence that he was unable to attend the

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hearing, or to contact the Tribunal to inform them of his non-attendance. He has provided no evidence that a power outage prevented him from contacting the Tribunal. If he was subject to a power outage, and if he had no remaining battery in his phone, it would have been reasonable to expect him to find another way to contact the Tribunal by phone or email, for example by using a public phone or a friend's phone or the services available at a library. He has not explained why he waited until the judgment was received to inform the Tribunal that he had difficulties with attendance. Given the claimant's attitude to these proceedings (see paragraph 37 of the decision) I am not satisfied that a power outage prevented his attendance.

4. The claimant has given no reason other than his non-attendance to justify a reconsideration of the decision of 7 February 2025.
5. The claimant is entitled to appeal the decision to the Employment Appeal Tribunal but must avoid further correspondence with the Employment Tribunal about this matter, which is now closed.

Employment Judge Leonard-Johnston

Date: 14 March 2025

JUDGMENT SENT TO THE PARTIES ON

21 March 2025

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FOR THE TRIBUNAL OFFICE