



# EMPLOYMENT TRIBUNALS

Claimant: Mr S Catchpole

Respondent: King's College London

## JUDGMENT

The claimant's application dated 28 April 2025 for reconsideration of the judgment sent to the parties on 14 April 2025 is refused.

## REASONS

There is no reasonable prospect of the original decision being varied or revoked, because:

1. As to paragraph 1 of the application, the Claimant was aware of the change of role significantly before receiving the draft job description in July 2024. I had before me the Claimant's grievance from October 2023, which related to the changes to the role. This adds nothing to the arguments already made before me.
2. As to paragraph 2 of the application, this also adds nothing to the arguments already made before me. I specifically acknowledged that the Claimant had done internet searches. Bethan Jones' medical leave dates do not affect the decision.
3. As to paragraph 3 of the application, in reaching the original decision I considered the principles in **Palmer v Southend-on-Sea Borough Council** [1984] IRLR 119. I specifically referred to the fact that the Claimant had been told by HR that the change was allowed. The analysis regarding the extent of the delays in this case and the Claimant's actions in not seeking advice earlier remains unaffected.
4. As to paragraph 4 of the application, I do not consider that **Humby v Barts Health NHS Trust** [2024] EAT 17 is of significant assistance. I accepted in the original judgment that Hogg v Dover College type claims are not widely known about. The analysis regarding the extent of the delays in this case and the Claimant's actions in not seeking advice earlier remains unaffected.

Date: 8 May 2025

Approved by  
Employment Judge **T Perry**

Judgment sent to the parties on  
Date: 4 June 2025