



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Alicia Rys

**Respondent:**

1. Humankind Charity
2. Stephen Terry
3. Matt McGuigan
7. Danny Heckman

## JUDGMENT

The claimant's application dated 17 April 2025 for reconsideration of the judgment dated 17 January 2025 is refused.

## REASONS

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

1. In a judgment dated 17 January 2025 sent to the parties on 12 February 2025 I dismissed the claimant's complaints relating to conduct before 17 April 2023 on the grounds that the tribunal has no jurisdiction to deal with the complaints.
2. The claimant requested written reasons and reasons were sent to the parties on 1 April 2025.
3. On 17 April 2025 the claimant made an application for reconsideration of the judgment. The application was copied to the respondent. I considered the application under rules 68 to 70 of the Employment Tribunal Rules of Procedure 2024.

### The rules on reconsideration

1. Rule 68 of the Employment Tribunal Rules of Procedure 2024 states:

“A Tribunal may, either on its own initiative (which may reflect a request from the Employment Appeal Tribunal) or on the application of a party, reconsider any judgment where it is necessary in the interests of justice to do so.”

2. The requirement that a judgment may only be reconsidered where reconsideration is necessary in the interests of justice reflects the public interest in the finality of litigation.
3. On reconsideration, the decision may be confirmed, varied or revoked. If it is revoked it may be taken again.
4. Rule 69 states that an application for reconsideration must be made in writing setting out why reconsideration is necessary within 14 days of the later of:

“(a) the date on which the written record of the judgment sought to be reconsidered was sent to the parties, or

(b) the date that the written reasons were sent, if these were sent separately.”

5. Rule 70 explains the process to be followed on an application for reconsideration. It states:

(1) The Tribunal must consider any application made under rule 69 (application for reconsideration).

(2) If the Tribunal considers that there is no reasonable prospect of the judgment being varied or revoked (including, unless there are special reasons, where substantially the same application has already been made and refused), the application must be refused and the Tribunal must inform the parties of the refusal.

(3) If the application has not been refused under paragraph (2), the Tribunal must send a notice to the parties specifying the period by which any written representations in respect of the application must be received by the Tribunal, and seeking the views of the parties on whether the application can be determined without a hearing. The notice may also set out the Tribunal’s provisional views on the application.

(4) If the application has not been refused under paragraph (2), the judgment must be reconsidered at a hearing unless the Tribunal considers, having regard to any written representations provided under paragraph (3), that a hearing is not necessary in the interests of justice.

(5) If the Tribunal determines the application without a hearing the parties must be given a reasonable opportunity to make further written representations in respect of the application.

#### Conclusions on the claimant’s application

8. The claimant’s application for reconsideration was not made within the required timeframe. The written reasons were sent on 1 April 2025. The application was sent by email to the tribunal on 17 April 2025 which was more than 14 days later. Accordingly the application is refused.
9. If the application had been in time I would have refused the application under rule 70(2). Rule 70(2) requires me to consider whether there is any reasonable prospect of the original decision being varied or revoked.
10. I would have considered whether there was any reasonable prospect of a conclusion that variation or revocation of the original decision was necessary in the interests of justice.

11. There must be some basis for reconsideration; the process is not an opportunity for a party to provide further evidence or to seek to reopen matters which the tribunal has determined without good reason.
12. I would have concluded that there is no reasonable prospect of variation or revocation of the original decision. The grounds relied on are matters that were raised at the hearing, or which could have been raised at the hearing. The application for reconsideration does not raise any error of law, any procedural error or any other matter which would make reconsideration necessary in the interests of justice.
13. The claimant's application for reconsideration is therefore refused.

Approved By:

Employment Judge S. Matthews  
Date: 13 June 2025

JUDGMENT SENT TO THE PARTIES ON  
17/06/2025

FOR THE TRIBUNAL OFFICE