



EMPLOYMENT TRIBUNALS

Claimant: Mr H Dev

Respondent: Fidelity Consultancy Limited

JUDGMENT

The claimant's application dated 9 July 2025 for reconsideration of the judgment sent to the parties on 1 July 2025 is refused.

REASONS

The tribunal considers that there is no prospect of the judgment being varied or revoked because:

1. The representations made by the claimant regarding the late submission of the ET3 are no longer relevant because the ET3 was accepted by the tribunal.
2. The claimant confirms that he received an email on 25 June 2025 informing the parties that there was, at that time, no Judge available to hear the case but that the parties would be contacted by 12:00pm on 26 June 2025 with an update on how the case will proceed.
3. Later that day on 25 June 2025, the claimant emailed the tribunal and acknowledged receipt of the tribunal's email, asking for any updates to be provided via email.
4. On the morning of 26 June 2025 at 11.15am, before the 12:00pm cut-off point, the tribunal notified the parties that a Judge had been located and that the hearing would start at 2pm.
5. The claimant complains of the effect of the time difference between his base in North Carolina, USA and London. He had not informed the tribunal in advance of this issue and was on notice that he would receive an update by 12:00pm.

6. The parties have been aware that a hearing had been listed for 26 June 2025 since 9 May 2025. The only change to the listing is that the hearing was moved from 10am to 2pm. Any preparation or advice required for the hearing should have been in place for a 10am hearing. The claimant also complains that he was unable to attend remotely on short notice but does not explain why. If anything, the change to the time of the hearing would have been more convenient to him in the North Carolina time zone.
7. The claimant does not address in his reconsideration request the issue of the late presentation of his claim. The respondent contends his employment ended on 29 February 2024, although the notice of termination was not sent until 20 March 2024. The claimant did not contact ACAS early conciliation until 13 September 2024.

Approved by:

Employment Judge Davidson

28 July 2025