



EMPLOYMENT TRIBUNALS

Claimant: Mr S Poddar
Respondent: Ai4Process Limited

JUDGMENT

The claimant's application dated 5 November 2025 for reconsideration of the Judgment dated 15 October 2025 is refused.

REASONS

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

1. In a judgment dated 15 October 2025 sent to the parties on 29 October 2025 I dismissed the claimant's complaints of unlawful deductions from wages and breach of contract save as recorded at paragraph 2 of these reasons.
2. The respondent having conceded that it wrongly deducted 1 day's pay from the claimant, by consent the complaint of an unauthorised deduction from wages in respect of 29 March 2024 was allowed and as recorded in paragraph 1 of the judgment it was agreed that the respondent would pay the claimant his gross daily rate of £269.23 for that day.
3. On 5 November 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

4. 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."

5. 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. On reconsideration, the decision may be confirmed, varied or revoked. If it is revoked it may be taken again.
6. 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."
7. 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 made within the required timeframe.
9. I refuse the application under rule 70(2).

10. Rule 70(2) requires me to consider whether there is any reasonable prospect of the original decision being varied or revoked. I 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. The claimant submits in his request for reconsideration that there is

....“an error in the calculation of the gross daily rate of pay recorded in the Judgment. The Judgment refers to a gross daily rate of £269.23, whereas, based on the Claimant’s annual salary of £70,000, the correct gross daily rate should be £191.78, calculated as follows:

$$\text{£70,000} \div 365 \text{ days} = \text{£191.78}$$

On this basis, the total deduction properly attributable to the nine (9) days in question (5 + 4 days) should be £1,726.03 (£191.78 × 9).”

13. I conclude that there is no reasonable prospect of variation or revocation of the original decision. The rate of pay referred to in the judgment was agreed by the parties at the end of the hearing as recorded in paragraph 1 of the judgment. 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.

14. The claimant’s application for reconsideration is therefore refused.

Approved by Employment Judge Harrison

24 November 2025

Sent to the parties on:

25 November 2025

For the Tribunal: