



EMPLOYMENT TRIBUNALS

Claimant: Mr. R. Balogun

Respondent: VF Services Ltd.

JUDGMENT ON APPLICATION FOR RECONSIDERATION

The Judgment of the Tribunal is that the respondent's application dated 28 November 2025 for reconsideration of the judgment given orally on 30 July 2025 (written reasons having been sent to the parties on 17 November 2025) is refused as there is no reasonable prospect of the decision being varied or revoked.

REASONS

1. On 30 July 2025, the respondent's application to strike out the claim in this case was heard at a public preliminary hearing and was refused for the reasons set out in the written reasons dated 14 November 2025.
2. Within the 14 days allowed for an application for reconsideration of a judgment the respondent's solicitor made such an application.
3. The relevant procedural rules relating to reconsideration of judgments are set out in the Employment Tribunal Procedure Rules 2024 (rules 68-71). The relevant parts of those rules are set out below:

"Principles

68.(1) The 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) A judgment under reconsideration may be confirmed, varied or revoked.

(3) If the judgment under reconsideration is revoked the Tribunal may take the

decision again. In doing so, the Tribunal are not required to come to the same conclusion.

Application for reconsideration

69. Except where it is made in the course of a hearing, an application for reconsideration must be made in writing setting out why reconsideration is necessary and must be sent to the Tribunal 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.”
4. There is no reasonable prospect of the original decision being varied or revoked because the request for reconsideration does not set out why reconsideration is necessary as is required by rule 69. As such, the application fails to identify any procedural mishap or error of law in the sense of my failing to apply the relevant law correctly or making findings of fact which were not open to me.
5. There must be finality in litigation, and the interests of justice do not support that there should be a reconsideration of the judgment in this case.

Judge Callan

Date 11 December 2025

JUDGMENT SENT TO THE PARTIES ON

Date 15 December 2025

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.