



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr G Quinlan

**Respondent:** Millbrook Healthcare Ltd

## JUDGMENT

**The Respondent's application dated 23 December 2025 for reconsideration of the judgment sent to the parties on 7 October 2025 is refused.**

## REASONS

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

1. The application has been made out of time. The Respondent could have made the application for reconsideration within 14 days of the judgment being sent to the parties. Prior to the substantive hearing, the Tribunal ordered both parties to be ready for the liability and remedy hearing. The Respondent was aware of the Claimant's mitigation documentation before the final hearing and therefore it could reasonably have been obtained and utilised in evidence at the final hearing.
2. The argument the Respondent is seeking to make in the reconsideration application has no legal basis and is not in the interests of justice to reconsider the decision. The Tribunal found that the Respondent failed to take reasonable steps to seek alternative employment for the Claimant, failed to inform him of the Project Manager vacancy and failed to operate a fair consultation process to provide alternative employment. The Tribunal was not required to consider if the fairness of the procedure or lack thereof would have made no difference because the Claimant went on to be unsuccessful in his applications for alternative employment with other unrelated employers as the Respondent is now raising in the reconsideration application. Furthermore, the Respondent's witness, Ms Morgan, who was the Claimant's line manager, said in her witness statement that the Claimant should be progressed for the alternative role that arose within the Respondent's organisation at the relevant time.

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Employment Judge M Hallen – 31 December 2025

JUDGMENT & REASONS SENT TO THE PARTIES ON  
14 January 2026

FOR THE TRIBUNAL OFFICE