



EMPLOYMENT TRIBUNALS

Claimant: Mr M Zvaita

Respondent: Thames Water Utilities Limited

Heard at: Reading (in public)

On: 19 November 2025

Before: Employment Judge George

Representation

Claimant: self-representing

Respondent: Mr M Gordon, counsel

UPON APPLICATION under rule 69 of the Employment Tribunal Procedure Rules 2024 made on 6 March 2025 to reconsider the judgment made on 6 March 2025 (written judgment dated 17 March 2025 and sent to the parties on 30 March 2025)

JUDGMENT

The judgment is revoked.

The claim is not dismissed and will proceed to a final hearing on 20 to 23 July 2026.

Date: 22 January 2026

Approved by

Employment Judge George

JUDGMENT SENT TO THE PARTIES ON

23 January 2026

.....

.....

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/