



EMPLOYMENT TRIBUNALS

Claimant: Muhammad Haque

Respondents: Gloucestershire Hospitals NHS Foundation Trust

RECONSIDERATION JUDGMENT

The application for reconsideration is refused.

REASONS

1. The Claimant has by emails dated 19 January 2026 applied for a reconsideration of the reserved Judgment dated 8 December 2025 which was sent to the parties on the 5 January 2026.
2. The grounds of reconsideration are set out in a 54-page document attached to the Claimant's first email, with 5 exhibits (sent over two emails).
3. Considering the Employment Tribunal Procedure Rules 2024 ("the Rules").
4. Under Rule 69 an application for reconsideration must be made within 14 days of the date on which the decision (or, if later, the written reasons) were sent to the parties. The Claimant's application has been submitted within the relevant time frame.
5. The grounds for reconsideration are only those set out in Rule 68(1), namely that it is necessary in the interests of justice to do so.
6. Pursuant to Rule 70(2) if the Tribunal considers that there is no reasonable prospect of the original decision being varied or revoked that application shall be refused and the parties informed of that refusal.
7. The Tribunal considers that there is no reasonable prospect of the original decision being varied or revoked so refuses the application. Within the Claimant's submissions he expresses that he disagrees with the decision

reached. However, all the points raised by the Claimant were raised at the hearing or could have been. It is not accepted that the further documentation submitted by the Claimant is material that could not have been presented at the time. The Claimant was also permitted full opportunity to cross examine the Respondent's two witnesses, taking approximately 2 and half hours of hearing time to do so.

8. The application for reconsideration is therefore refused.

Approved by:

Employment Judge Gray
Date: 22 January 2026

JUDGMENT SENT TO THE PARTIES ON

Date: 7 February 2026

Jade Lobb
FOR THE TRIBUNAL OFFICE