



EMPLOYMENT TRIBUNALS

Claimant: Mr M Saada

Respondent: Square Leisure and Entertainment Limited

JUDGMENT (RECONSIDERATION)

The claimant's application for reconsideration is refused under rule 70(2) of the Employment Tribunal Procedure Rules 2024. There is no reasonable prospect of the judgment being varied or revoked.

REASONS

1. The claimant failed to comply with the requirements of section 18A of the Employment Tribunals Act 1996 to notify Acas and obtain an early conciliation certificate before presenting his employment tribunal claim. Notifying Acas on the same day and obtaining an Acas early conciliation certificate a few days later does not count as compliance, because the certificate was issued after the claim was presented.
2. The claimant's claim cannot proceed. The tribunal has no jurisdiction to determine the claimant's claim and no discretion to allow the claim to proceed without the Acas requirements being met.
3. The claimant is asked to note paragraphs 18-21 and the appendix to the Record of a Preliminary Hearing sent to the parties on 31 December 2025.

Approved by:
Employment Judge Hawksworth

Date: 13 February 2026

Sent to the parties on: 16 February 2026

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For the Tribunal Office

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