



EMPLOYMENT TRIBUNALS

Claimant: Mr J Gul
Respondent: Hovis Ltd

JUDGMENT

The claimant's application dated **19 December 2025** for reconsideration of the judgment sent to the parties on **13 November 2025** is refused.

REASONS

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

1. The claimant, via his representative, has sent 5 pages of excerpts from his GP records in an email sent to the ET on 19 December 2025 in support of his "reconsideration appeal". No other document is on the ET case file so I proceed on the basis that the email of 19 December 2025 constitutes an application for reconsideration of the Judgment dated 16 October 2025 by the claimant pursuant to rule 68 of the 2024 Rules of Procedure.
2. That being so, the application is out of time. Rule 69 provides that any such application should be made within 14 days of the Judgment being sent to the parties. The Judgment was sent to the parties on 13 November 2025. The 14-day time period expired on 27 November 2025. The email does not set out any grounds upon which an extension of time pursuant to rule 5(7) could be granted.
3. That said, I have also considered the application on the merits. There is nothing in the GP records which supports the claimant's contention that his claim was presented late for medical reasons.
4. Firstly, there is no reference to learning difficulties. Belated provision of these records therefore reinforces, rather than vitiates, my conclusion that any so-called learning difficulties had nothing to do with the reason why the claimant presented his ET1 late.
5. Secondly, there are no entries relating to treatment for mental health symptoms at the relevant time, i.e. around the time that the claimant missed the deadline to present his claim (December 2024 and January 2025). There is one entry referring to a mental health review on 5 November 2024 but the records do not include any detail around this consultation including what was discussed, symptomology at that time, medication, etc.
6. In short, if the claimant had presented these records at the hearing on 14 October 2024 it would have made no difference to my decision.

7. The application for reconsideration is refused, both because it has been made out of time and there are no grounds to extend time and because there is no reasonable prospect of the Judgment being varied or revoked based on the medical documents provided.

Approved by
Employment Judge J Feeny
Date: 23 March 2026