EMPLOYMENT TRIBUNALS

Claimant: Peter Ntui

Respondent: Lidl Great Britain Limited

RECONSIDERATION JUDGMENT

The Claimant's application dated 5 March 2026 for reconsideration of the Judgment sent to the parties on 19 February 2026 is refused.

REASONS

1. Rule 70(2) of the Employment Tribunals Rules 2024 enable an Employment Judge to refuse an application for reconsideration if they consider that there is no reasonable prospect of the original decision being varied or revoked. The test is whether it is necessary in the interests of justice to reconsider the judgment.

2. Preliminary consideration under Rule 70(2) must be conducted in accordance with the overriding objective which appears in Rule 3, namely that cases should be dealt with fairly and justly. This includes dealing with cases in ways which are proportionate to the complexity and importance of the issues and avoiding delay. Achieving finality in litigation is part of a fair and just process.

3. The Claimant seeks to relitigate matters that have already been litigated. He does not raise matters that he did not raise at the hearing. It is an attempt to have a second bite at the cherry which is contrary to the overriding objective, it would not be fair nor just to allow the Claimant to do so.

4. It is therefore not in the interests of justice for the decision to be reconsidered. There is no reasonable prospect of the original decision being varied or revoked.

Approved by:
Employment Judge Burge
23 March 2026

Judgment sent to the parties on:
26 March 2026
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For the Tribunal:

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Notes

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at https://www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/