



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M A Evans

**Respondent:** Adaptix Limited

## JUDGMENT

The claimant's application dated **25 February 2026** for reconsideration of the judgment sent to the parties on **12 February 2026** is refused.

## REASONS

1. There is no reasonable prospect of the original decision being varied or revoked.
2. The claimant's application seeks to have the evidence already presented and considered reviewed so that a different conclusion is reached. There is nothing in my reading of the reconsideration representations that suggest that an error was made rather than the claimant considers that different conclusions should have been reached.
3. In respect of the evidence discovered after the hearing, it is not clear to me why this might have resulted in a different conclusion, and I note that the claimant states that:  
*"The issue is not whether the outcome would have inevitably differed, but whether this evidence might have had an important influence on the Tribunal evaluation of:*
  - a. The viability and imminence of the distribution agreement;*
  - b. The significance of the vesting trigger;*
  - c. The credibility of the respondent's explanation for the timing of dismissal."*
4. In the light of the claimant's own submission my view is that this new evidence does not justify a reconsideration of the claim. A case is heard at a point in time and decided on the evidence presented, the mere fact that new facts discovered does not automatically justify a reconsideration.

To justify a reconsideration the evidence has to be credible, relevant and probably have had an important influence on the hearing. I am not satisfied that the new evidence met that test. The further evidence which has come to light does not lead me to consider that a reconsideration is required in the interest of justice.

Approved by:

Employment Judge Gumbiti-Zimuto

Date: 24 March 2026

JUDGMENT SENT TO THE PARTIES ON

.8 April 2026.....

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FOR THE TRIBUNAL OFFICE