



EMPLOYMENT TRIBUNALS

Claimant: Mr S Aly

Respondent: Recovery NLR Limited

JUDGMENT ON RECONSIDERATION

The respondent's application for reconsideration of the judgment sent to the parties on 18 December 2025 is refused under rule 70(2) of the Employment Tribunal Procedure Rules 2024. The application was made outside the time limit and there is no reasonable prospect of the judgment being varied or revoked.

REASONS

1. The judgment was made on 11 November 2025 and sent to the parties on 18 December 2025. The request for reconsideration was made on 30 January 2026. This was outside the 14 day time limit required by rule 69.
2. The respondent says that it did not receive notice of the claim or the judgment. The tribunal wrote to the respondent on five occasions:
 - a. The claim was presented in the Employment Tribunal on 1 November 2024. The tribunal sent the notice of claim on 11 November 2024 to NLR Recovery Limited at the respondent's registered office address;
 - b. When no valid response was presented, a judge considered the case and ordered that the name of the respondent be changed to Recovery NLR Limited. The tribunal sent a letter about this to the respondent's registered office address on 8 March 2025;
 - c. Also on 8 March 2025 the tribunal sent a letter to Recovery NLR Limited at its registered office address to say that a judgment may be issued because it had not presented a response to the claim;
 - d. The tribunal wrote to the claimant on 8 March 2025 to ask him to provide details to enable the judge to consider whether a judgment could be issued without a hearing. This letter was copied to the respondent at its registered office address;

- e. Judgment under rule 22 of the Employment Tribunal Procedure Rules 2024 was sent to the respondent at its registered office address on 18 December 2025.
- 3. There is a public interest in the finality of litigation. The respondent's application for reconsideration of the judgment was made outside the 14 day time limit. A notice of claim, the judgment and three other communications were sent by the tribunal to the respondent's registered office address. It is the respondent's duty to make sure that it has arrangements in place to ensure that it receives in good time any correspondence which is sent to its registered office address.
- 4. There is no good reason to extend the time for the respondent to make an application for reconsideration, and in any event there is no reasonable prospect of the judgment being varied or revoked, even if time were extended.

**Approved by:
Employment Judge Hawksworth**

Date: 7 April 2026

JUDGMENT SENT TO THE PARTIES ON

8 April 2026

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FOR THE TRIBUNAL OFFICE