



EMPLOYMENT TRIBUNALS

Claimant: Mr P Bray-Menezes

Respondent: Systra Limited

JUDGMENT

The claimant's email dated **17th April 2026** although it refers to the Employment Appeals Tribunal (EAT) is treated as an application for reconsideration, under rules 68 and 69 of the Employment Tribunals Rules of Procedure 2024, of the judgment sent to the parties on **14th April 2026**, and is refused.

REASONS

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

1. The remedy hearing was expressly to deal with both the calculation of compensation and any Polkey reduction if not agreed. It was not limited to consideration of the Polkey argument.
2. Although some of the potential heads of claim and calculations of loss are agreed by the Respondent, their position in the Schedule is clearly stated to be that any such figures are entirely offset by the increased earnings in alternative employment, so that the compensation should be nil.
3. On a full review of the information provided, and after reserving the decision, I agreed with this argument for the reasons stated in the judgment.
4. Although I did not accept the Respondent's submission that there should in any event be a 100 percent Polkey reduction, but that it should only be 50 percent this only applies to any compensation actually due.
5. There is nothing in the application to suggest that any different conclusion

could be reached on any further review of the case.

Employment Judge **Lancaster**

Date 20th April 2026