



EMPLOYMENT TRIBUNALS

Claimant: Mr. Carl Kinslow

Respondents: (1) Oliver Plant Limited
(2) East Bridge Recruitment Limited

Before: Employment Judge Misra KC

RECONSIDERATION JUDGMENT

The judgment of the Tribunal on considering the Claimant's application to reconsider the decision partly to refuse the Claimant's application amend his claim at a hearing on 20 May 2026 is that:

1. It is not in the interests of justice to reconsider the decision.
2. There is no reasonable prospect of the decision being varied or revoked.
3. The application to reconsider is refused on the papers.

FULL REASONS

1. The application discloses no error of law, procedural error or material irregularity or any other factor that would necessitate reconsideration under rule 69 Employment Tribunal Rules of Procedure 2024 (as amended).
2. A one preliminary hearing took place on 20 May 2026 which allowed ample time for the Claimant and Respondent to make submissions and present evidence in respect of the various applications before the Tribunal including the application to amend which was heard first. The Tribunal asked the Claimant whether he was able to proceed with breaks as needed, which he confirmed. The Equal Treatment Bench Book was always borne in mind. The Claimant did have breaks and was given much longer than usual to speak and not stopped as routinely as might otherwise have been the case so as not to interrupt his concentration too much.
3. The Claimant's characterisation of the hearing is not correct; he was prevented from spending time on a complaint which had already been

dismissed on withdrawal at a previous hearing and from dealing with amendments which had been refused, precisely because they had been refused and it would not be an efficient use of the time allocated to the hearing in the circumstances. The Claimant's actual or alleged difficulties with the portal system do not give rise to a need to reconsider the judgment given a pragmatic approach was taken allowing the Claimant time to refer to documents which were not contained in any bundle but located by the Tribunal from the system itself. The Respondent's counsel did not object to the same and likewise did not seek to prevent the Claimant from referring to documents he had tried to or had uploaded to the portal.

4. The claim is a relatively simple one and has already been listed for a final hearing in November 2026 with case management directions in place.

Approved by:
Employment Judge Misra KC
Date: 26 June 2026