



EMPLOYMENT TRIBUNALS

Claimant: Mr K Waterfield

Respondent: SE Trains Limited

JUDGMENT ON RECONSIDERATION

The application for reconsideration is refused.

REASONS

1. This judgment addresses an application by the claimant (***the Application***) for reconsideration of the Tribunal's reserved judgment on a preliminary issue sent to the parties on 13 August 2026 (***the Judgment***).
2. Rule 70 sets out the relevant process for reconsideration. It falls to me initially to consider whether Rule 70(2) applies:

"If the Tribunal considers that there is no reasonable prospect of the judgment being varied or revoked (including, unless there are special reasons, where substantially the same application has already been made and refused), the application must be refused and the Tribunal must inform the parties of the refusal."
3. I have considered the grounds raised in the Application. In my judgement, there is no reasonable prospect of the original decision being varied or revoked. This is for the following reasons.
4. The claimant's Ground 1 is that I failed to recognise the weight of the claimant's email of 11 April 2024. This is a criticism of my evaluation of the evidence. I remain content, having considered the points raised by the claimant, that my evaluation of the evidence was correct and this ground identifies no material error in my analysis.
5. The claimant's Ground 2 is that Mr Dennis's authority to negotiate a resignation was not established with the claimant. In making the findings that I did, I had firmly in mind the possibility that Mr Dennis was exceeding his boundaries (see e.g. the two options I considered in paragraph 29 of the Reasons). I concluded, on the balance of probabilities, that he was not. I remain content that I had proper basis for that finding, and that it was the correct one to make on the evidence before me.

6. The Application is therefore refused.

Approved by:

Employment Judge Abbott

Date: **29 September 2026**

JUDGMENT SENT TO THE PARTIES ON
3 October 2026

FOR THE TRIBUNAL OFFICE

P Wing

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