EMPLOYMENT TRIBUNALS

Claimant: Mr. M. W. Holmes

Respondent: Jaguar Land Rover Limited

On initial paper consideration **On:** 28 October 2026

Before: Employment Judge Wedderspoon

JUDGMENT ON RECONSIDERATION

1. The application for reconsideration is refused.

REASONS

Reconsideration of Judgments

1. The Tribunal may either on its own initiative (which may reflect a request from the Employment Appeal Tribunal) or on the application of a party, reconsider any judgement where it is necessary in the interests of justice to do so pursuant to Rule 68 (1) of the Employment Tribunal Procedure Rules of 2024 ("the Rules").

2. Pursuant to Rule 68 (2) of the Rules a judgement under reconsideration may be confirmed varied or revoked.

3. Pursuant to Rule 68 (3) of the Rules, if the judgement under reconsideration is revoked the Tribunal may take the decision again. In doing so the Tribunal is not required to come to the same conclusion.

4. The procedure for an application for reconsideration is set out at Rule 70 of the Rules and it must be made in writing setting out why a reconsideration is necessary and must be sent to the Tribunal within 14 days of the later of (a) the date on which the written record of the judgement sought to be reconsidered was sent to the parties, or (b) the date that the written reasons were sent, if these were sent separately.

5. The Tribunal must consider any application made under rule 69 and if the tribunal considers that there is no reasonable prospect of the judgement 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.

The claimant's application

6. The claimant's application for reconsideration is dated 26 October 2026. The claimant seeks a reconsideration of the decision of the Tribunal dated 13 October 2026 (oral reasons having been given on the day of the hearing) to strike out his constructive unfair dismissal claim.

7. The Tribunal determines that the reconsideration application s based on the retraction of a clear and unequivocal admission made by the claimant's legal representative at the hearing on 6 and 7 August 2026 as to the effective date of the claimant's employment contract.

Determination

8. The Tribunal is satisfied there was no error in its findings. The claimant had sought to run a constructive unfair dismissal claim or a direct unfair dismissal claim.

9. During the hearing, the Tribunal requested confirmation as to the effective date of termination of the claimant's contract of employment. The claimant's legal representative confirmed it was the date of the direct dismissal of the claimant by the respondent.

10. In the circumstances there was no constructive dismissal.

11. The Tribunal is satisfied that the law in this case was applied correctly.

12. The claimant is simply seeking to reargue his case with material which was available at the time and considered at the hearing.

13. There is no reasonable prospect of the judgment being varied or revoked. Accordingly, the application for reconsideration is refused and stands dismissed.

Employment Judge Wedderspoon
Date: 28 October 2026