



EMPLOYMENT TRIBUNALS

Claimant: Mr D Turley

Respondent: Royal Mail Group Ltd

HELD AT: Carlisle **ON:** 11 & 12 July 2017

BEFORE: Employment Judge Holmes

REPRESENTATION:

Claimant: Mr M Kingston, Lay representative

Respondents: Mr J McArdle, Legal Executive

JUDGMENT AND CASE MANAGEMENT ORDER

It is the judgment of the tribunal that:

1. The claimant was unfairly dismissed.
2. The tribunal does not make any reduction in the proposed compensatory award on the basis of ***Polkey*** or for contribution pursuant to s. 123(6) of the Employment Rights Act 1996.
3. The claimant is entitled to a remedy. The parties are to seek to agree remedy, or in default, agree such elements of the claimant's entitlement as possible, and to notify the tribunal in writing by **9 August 2017** as to whether any remedy hearing is required. Any such notification is to set out what issues the tribunal will be required to determine, an estimated length of hearing, and dates to avoid.

It is the order of the tribunal that:

1. The claimant do by **19 July 2017** serve upon the respondent, and file with the tribunal an updated schedule of loss setting out what remedy is sought (the claimant having ticked three boxes at s.9.1 of the claim form, the third being only applicable to discrimination claims, and the other two being mutually exclusive). The said schedule should set out the claimant's pre - termination gross and net earnings, what sums he has earned since his dismissal, and the dates when he earned such sums, his current employment situation, his losses to date and, subject to any relevant cap, any proposed future losses. The claimant and his representative are referred to section 15.5 of the Presidential Guidance - Case Management at www.justice.gov.uk/tribunals/employment/rules-and-legislation for guidance upon how to prepare such a document, and remedy generally.

Note

Reasons for having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (none being recorded) or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Employment Judge Holmes

Dated: 13 July 2017

JUDGMENT AND ORDER SENT TO THE
PARTIES ON

1 August 2017

FOR THE TRIBUNAL OFFICE