



EMPLOYMENT TRIBUNALS

Claimant: Mr D Kaye

Respondent: Royal Mail Group Limited

Heard at: Leeds **On:** 21 September 2017

Before:
Employment Judge JM Wade

Representation

Claimant: Mr P Smith (of counsel)

Respondent: Mr N Newman (solicitor)

REMEDY JUDGMENT

- 1 **By no later than 2 November 2017** the respondent, Royal Mail Group Limited, shall re-engage the claimant as a full time Operational Postal Grade (Post Person) whether allocated a permanent duty or reserve duty at any depot within a reasonable daily travel distance of his home other than Holmfirth, and taking into account his disability.
- 2 Upon his re-engagement the respondent shall restore to the claimant the remuneration, benefits, seniority and pension accrual to which he was previously entitled subject to any agreed pay increases or nationally agreed changes in the interim.
- 3 The respondent shall further restore, by a payment to him or other means, any sums or benefits to which he would have been entitled, but for his dismissal.
- 4 The agreed sum in respect of damages to which the claimant would be entitled in respect of wrongful dismissal is £4722.84, but that sum shall be stayed, or more properly expressed, set off, against a payment made pursuant to paragraph 3 above.

Employment Judge JM Wade

Date 21 September 2017