



EMPLOYMENT TRIBUNALS

Claimant: Mr J Buller

Respondent: Royal Mail Group Limited

HELD AT: Manchester

ON: 26-28 February 2018

BEFORE: Employment Judge Humble
Mrs M A Gill
Mr P Stowe

REPRESENTATION:

Claimant: Ms Wilson-Theaker, Counsel

Respondent: Mr Newman, Solicitor

JUDGMENT

The unanimous judgment of the Employment Tribunal is that:

1. The claimant was not unfairly dismissed.
2. The claimant was not wrongfully dismissed.
3. The respondent did not discriminate against the claimant because of his sex or his sexual orientation under section 13 Equality Act 2010.
4. The respondent did not discriminate against the claimant because of his sex under section 19 Equality Act 2010.
5. The unfair and wrongful dismissal claims and the discrimination claims are therefore dismissed.
6. The respondent has made unauthorised deductions from the claimant's wages in respect of 5.5 days' accrued holiday pay, and a shortfall in his pay during the period he was suspended from 12 February 2017 to 21 March 2017.
7. A case management order pertaining to remedy will follow this Judgment.

Employment Judge Humble

Date 8th March 2018

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.