



EMPLOYMENT TRIBUNALS

Claimant: Mr A Marambwa
Respondent: Royal Mail Group Ltd
Heard at: Leeds **On:** 30 and 31 January 2019
Before: Employment Judge Davies
Mr G Corbett
Mr G Harker
Representation
Claimant: Mr Dambel (trade union representative)
Respondent: Mr Hartley (solicitor)

JUDGMENT

1. The Claimant's claims of harassment related to race and direct race discrimination relating to his appointment to the role of Late Shift Manager OPG Support Reserve and his payment in that role are dismissed on withdrawal by him.
2. The claims of harassment related to race and direct race discrimination relating to his deployment to a conveying role in September 2017 were not brought within the time limit in s 123 Equality Act 2010 and it is not just and equitable to extend time for bringing them. Those claims are dismissed.
3. The claims of harassment related to race and direct race discrimination relating to the changes to the Claimant's 318 duty description and/or his deployment to Outward Despatch in May 2018 are not well-founded and are dismissed.
4. By consent, the Respondent will pay the Claimant £61.40 in respect of the claim of unauthorised deduction from wages relating to the payment of Leadership Allowance when doing the Late Shift Manager OPG Support Reserve role.
5. The remainder of the claim of unauthorised deduction from wages when doing that role was not presented within the time limit in the Employment Rights Act 1996. It was reasonably practicable to do so and the claim is dismissed.

Employment Judge Davies

31 January 2019

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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.