



# EMPLOYMENT TRIBUNALS

**Claimant** Mr Anthony Fudge

**Respondent** Royal Mail Group Limited

**Heard at:** Bristol **On:** 8 February 2019

**Chairman:** Employment Judge M Ford QC

## **Representation**

For the Claimant: Mr S Fudge, Claimant's son

For the Respondent: Miss K Hall, Solicitor

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant's complaints for detriments on grounds relating to trade union activities, brought under s.146 of the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULRCA") and numbered 1-8 on his Further Particulars provided with an e-mail of 24 October 2018, were out of time for the purpose of s.147 of TULRCA and are dismissed.
2. The Claimant's complaint for an unlawful deduction from wages in relation to his lost overtime during the period of his suspension (between 27 September 2017 and 24 October 2017) was out of time for the purpose of s.23 of the Employment Rights Act 1996 and is dismissed.
3. In the alternative, the complaint of unlawful deduction from wages in relation to lost overtime during the period of his suspension is struck out under rule 37 of the Tribunal Rules of Procedure because it has no reasonable prospect of success.

The remaining claims will proceed to a hearing, as set out on the Record of a Preliminary Hearing dated 18 February 2019.

Employment Judge M Ford QC

18 February 2019

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Note: *Reasons for the decision were given orally at the hearing. Written reasons will not be provided unless a written request is presented by any party within 14 days of the sending of this written record of the decision.*

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