



# EMPLOYMENT TRIBUNALS

**Claimant:** MR R RAWAL

**Respondent:** ROYAL MAIL GROUP LIMITED

**Heard at:** Watford (By CVP video link)  
**Before:** Employment Judge Skehan  
Mrs G Bhatt  
Mr D Bean

**On:** 29 September 2020

## **Appearances**

For the claimant: Mr Otchie, Counsel

For the respondent: Mr Hartley, Solicitor

## REMEDY JUDGMENT

1. The respondent must, within 21 days, pay to the claimant the total award of **£37,720.98** in respect of the claimant's successful unfair dismissal claim.
2. The unfair dismissal award comprises of a basic award of £8068.50 and a compensatory award of £29,652.48.

## REASONS

1. The parties had agreed that the unfair dismissal basic award calculation amounted to £8068.50.
2. The claimant was not interested in either reinstatement or reengagement.
3. The parties had agreed that the claimant's weekly gross earnings amounted to £570.24 per week. The parties had agreed that the claimant's annual gross earnings amounted to £29,652.48 .

4. The parties had agreed that the claimant's loss arising from his dismissal, when considering his loss of pension entitlement, exceeded the statutory cap applicable to the compensatory payment. There was a dispute between the parties in relation to the correct pension calculation. The tribunal did not determine the pension calculation as, due to the application of the statutory cap, it would not affect the above judgement amounts. The compensatory award was determined by the tribunal as £29,652.48 by reference to the applicable statutory cap.

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Employment Judge Skehan

Date: 30/09/2020

ORDER SENT TO THE PARTIES ON  
22/12/2020  
Jon Marlowe  
FOR THE TRIBUNAL OFFICE