



## EMPLOYMENT TRIBUNALS

**Claimant:** Anthony Robinson

**Respondent:** Royal Mail Group Ltd

**Heard at:** East London Hearing Centre (by Cloud Video Platform)

**On:** 3 March 2021

**Before:** Employment Judge S Knight

### Representation

**Claimant:** Gareth Price (Park Lane Plowden Chambers)

**Respondent:** Laura Roberts (Weightmans LLP)

***This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.***

## CORRECTED JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The Respondent is ordered to reinstate the Claimant by 16:00 on 5 March 2021.
3. The Respondent is ordered to treat the Claimant as if he had benefitted from any improvement to his terms and conditions of employment that he would have obtained had he not been dismissed.
4. The Respondent is ordered to pay the Claimant **£18,087.05** (composed of compensation of £23,587.20 minus **£5,500.15 EARNED**).

5. FOR THE PURPOSES OF THE EMPLOYMENT PROTECTION (RECOUPMENT OF BENEFITS) REGULATIONS 1996:
- (1) THE TOTAL MONETARY AWARD FOR UNFAIR DISMISSAL IS £18,087.05.
  - (2) THE PRESCRIBED ELEMENT IS £18,087.05.
  - (3) THE PRESCRIBED ELEMENT RELATES TO 29 JUNE 2020 TO 3 MARCH 2021.
  - (4) THE AMOUNT BY WHICH THE TOTAL MONETARY AWARD FOR UNFAIR DISMISSAL EXCEEDS THE PRESCRIBED ELEMENT IS £0.
  - (5) THE CLAIMANT RECEIVED £417.30 IN BENEFITS DURING THE PERIOD TO WHICH THE PRESCRIBED ELEMENT RELATES.

Employment Judge Stephen Knight  
Date: 9 March 2021