



# EMPLOYMENT TRIBUNALS

Heard at: Southampton (by video) On: 7 October 2021

Claimant: Mr Clinton Taylor

Respondent: Royal Mail Group Limited

Before: Employment Judge Fowell

Representation:

Claimant: Mr P Berry, CWU Union Representative

Ms S Percival of Weightmans LLP

Respondent:

## JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant shall be reinstated to his former employment by Monday 29 November 2021 (the date of reinstatement).
3. In particular:
  - a. The respondent shall henceforth treat the claimant in all respects as if he had not been dismissed.
  - b. The respondent shall pay to the claimant the sum of £1,700 for the pay he might reasonably have expected to receive (having regard to his subsequent earnings) between the date of termination of his employment and the date of reinstatement.
  - c. The claimant's pension entitlements must be restored to him by the date of reinstatement.
  - d. The claimant's shares in the respondent company must be restored to him, subject to the claimant giving credit for the amount received on termination for the shares.

Employment Judge Fowell

Date 08 October 2021

Judgment & reasons sent to parties: 27 October 2021

FOR THE TRIBUNAL OFFICE

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.