



EMPLOYMENT TRIBUNALS

Claimant: Mr P Crouch

Respondent: Royal Mail Group Limited

Heard at: Liverpool

On: 1 and 2 November 2021
19 November 2021

Before: Employment Judge Benson
(sitting alone)

REPRESENTATION:

Claimant: Mr L Byrne, Friend

Respondent: Mr J McArdle, Legal Executive

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed.
2. The claimant's compensatory award shall be reduced to the extent of 75% to reflect the chance that he would have been fairly dismissed in any event.
3. The claimant contributed to his dismissal by his conduct. It is just and equitable to reduce any basic award and further reduce his compensatory award to the extent of 50%.
4. This matter is listed for a remedy hearing on **24 January 2022 at 10.00am** for 3 hours.

Employment Judge Benson
Date 23 November 2021

JUDGMENT SENT TO THE PARTIES ON
30 November 2021

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.