



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Patel  
**Respondent:** Royal Mail Group Limited  
**Heard at:** East London Hearing Centre (CVP)  
**On:** 21, 22, 23, 27 and 28 June 2023  
**Before:** Employment Judge P Volkmer  
**Members:** Mr K Rose  
Mr L O'Callaghan

## Representation

**Claimant:** Mr Cosgrove (Counsel)  
**Respondent:** Miss Percival (Solicitor)

# JUDGMENT

1. In relation to the Claimant's claim under s146(1)(b) of Trade Union and Labour Relations (Consolidation) Act 1992:

- a. in relation to the alleged acts listed at paragraphs 63.1.1, 63.1.2 and 63.1.3 of the Case Management Order dated 25 November 2022 are out of time. The Tribunal does not have jurisdiction to hear these complaints and they are dismissed;
- b. in relation to the alleged acts listed at paragraph 63.2 is not well-founded, and the claim is dismissed.

2. The Claimant's complaint of harassment related to sex is not well founded and the claim is dismissed.

**Employment Judge P Volkmer**

**28 June 2023**