



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs J Elliott

v

Royal Mail Group Limited

Heard at: Watford Tribunal Hearing Centre (in public, by video)

On: 19 January 2024

Before: Employment Judge P Klimov (sitting alone)

Representation:

For the Claimant: Mr D Bharrat, trade union representative

For the Respondent: Ms S Griffiths, solicitor

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages by reducing the claimant's sick pay from 27 January 2023 and failing to ignore the first six months (26 weeks) of the claimant's sick absence due to the injury sustained by the claimant on 19 August 2022.
2. The respondent must pay the claimant the amount of the deductions made to be determined by the Tribunal, if not agreed by the parties.

Employment Judge Klimov

19 January 2024

Sent to the parties on:15/02/2024

For the Tribunals 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>