



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case No: 8000237/2024

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Hearing Held on 28 May 2024 by CVP

Employment Judge Hendry

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Mr G Mckinlay

**Claimant
In Person**

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Royal Mail Group Ltd

**Respondent
Represented by:
Mr David J P Hay KC**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

For the reasons given orally at the hearing on 28 May 2024 the Employment Tribunal finds as follows:

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1. Having accepted that the unfair dismissal claim made is out of time, that the Tribunal has no jurisdiction to consider such a claim as jurisdiction has been ousted by a validly completed COT3 form in earlier proceedings, that any claim for unfair dismissal was in any event *res judicata* given that an earlier claim had been dismissed, finds that the strike out application was well

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ETZ4(WR)

2. Further in respect that the claimant has, in raising multiple claims in relation to unfair dismissal, acted vexatiously and unreasonably in terms of Rule 76(1)(a) of the Employment Tribunal Rules of Procedure and having been given an opportunity to address the Tribunal on his financial position and failed to do so, the Tribunal grants the application for a Costs Order and orders that the claimant pay the respondent the sum of £1,750 as modified expenses of the proceedings.

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J M Hendry

Employment Judge

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31/5/2024

Date of Judgment

Date sent to parties

31/05/2024
