Case Number: 3312327/2023



EMPLOYMENT TRIBUNALS

Claimant Respondent

Mr C Marshall v Royal Mail Group Limited

Heard at: Watford by video On: 5 June 2024

Before: Employment Judge Tegerdine

Appearances:

For the Claimant: Mrs L Simpson (counsel)
For the Respondent: Miss Z Tahir (solicitor)

JUDGMENT

Upon hearing from the claimant's representative and respondent's representative, the judgment of the Tribunal is that the Tribunal does not have jurisdiction to hear the claimant's detriment complaint under section 45A(1)(f) of the Employment Rights Act 1996. This is because the claimant was not an employee or worker of the respondent within the meaning of section 230(3) of the Employment Rights Act 1996, so is not entitled to the protection afforded to workers and employees under section 45A(1)(f) of the Employment Rights Act 1996.

Employment Judge Tegerdine

Date 10 June 2024

JUDGMENT SENT TO THE PARTIES ON

25/07/2024

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.

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