



EMPLOYMENT TRIBUNALS

Claimant: Mr J Cowling

Respondent: Royal Mail Group Limited

JUDGMENT

The following allegations/complaints, as set out and numbered in the deposit order dated 11 December 2024, are struck out:

- 1.1. Unauthorized deductions from wages;
- 1.2. Discrimination arising from disability;
- 1.3. Failure to make reasonable adjustments;
- 1.4. Direct age discrimination;

1.7. Direct disability discrimination when on/around 18 March 2024 by Richard Matthews ignored the advice of occupational health in its 18 March 2024 report that ill-health retirement was not appropriate.

The following allegations/complaints will proceed to a hearing: 1.5 Direct disability discrimination when on 19 December 2023 Philip Wilmhurst trying to force him down the respondent's LTBIH (ill-health retirement) process in order to exit him from the business; 1.6. Direct disability discrimination when on/around March 2024, Ateeq Rafiq referred the claimant to occupational health without his consent to consider whether he met the criteria to leave the business on the grounds of ill-health.

REASONS

1. The claimant was ordered to pay a deposit of £50 per allegation (totalling £350) following a preliminary hearing held on 10 December 2024. The Order was sent to the claimant on 11 December 2024. The claimant has failed to pay the whole of this deposit but has paid £100 in relation to the allegations set out at 1.5 and 1.6 above. The complaints numbered 1.1 to 1.4 and 1.7 are therefore struck out under rule 40(4) of the Employment Tribunal Procedure Rules 2024.

2. The complaints for which the deposit has been paid will proceed to a hearing on 2,3,4 June 2025.

Employment Judge Bright

Date: 26 February 2025

Notes

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/