



EMPLOYMENT TRIBUNALS

Claimant Rikeshkumar Gurjar

Respondent Royal Mail Group Limited

HEARD AT: Watford (by Cloud Video Platform)

ON: 24 to 26 September 2025

BEFORE: Employment Judge J Lewis KC

Representation

For the Claimant: In person

For the Respondent: Mr Reehan Chaudhry (Solicitor Advocate)

JUDGMENT

1. In relation to the claim of unlawful deduction of wages:
 - 1.1 It is declared that the claim in relation to the period from 25 January 2024 to 30 April 2024 is well founded and in respect of that claim the Respondent shall pay the Claimant the sum of **£7,227.63** (being the shortfall in gross pay in respect of the notice period).
 - 1.2 The claim fails in relation to the period from 3 December 2023 to 24 January 2024.
2. The claim of unfair dismissal succeeds.
3. The Respondent is ordered to pay a Basic Award of **£10,263.57** (being a reduction of 15% on account of the Claimant's contributory conduct pursuant to s.122(2) of the Employment Rights Act 1996 ("ERA"), from the figure prior to this reduction of £12,074.79, calculated on the basis of gross weekly pay of £619.22 and a multiplier of 19.5, reflecting 16 full years of service of which 7 were over age 41).

4. The Compensatory Award (which is to be determined at a remedy hearing if not agreed) shall be subject to an adjustments by way of reduction of 15% in respect of contributory fault (pursuant to s.123(6) ERA).

Employment Judge J Lewis KC

Date: 26 September 2025

SENT TO THE PARTIES ON:

15 October 2025

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the decision 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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