



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Z Wolan

**Respondent:** Royal Mail Group Ltd

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013

1. The Respondent concedes that it has unlawfully deducted the sum of **£175.26** from the Claimant's wages for the claim in question under case number **1810695/2024** and in breach of s.13 Employment Rights Act 1996.
2. The Tribunal makes a declaration to that effect and orders the Respondent to pay to the Claimant the sum of **£175.26** pursuant to s.24 Employment Rights Act 1996.
3. The Claimant's second claim for discrimination on the grounds of race and disability under case number 1800614/2025 remains listed for a Telephone Case Management Preliminary Hearing on 24 November 2025.

Approved by:-  
Regional Employment Judge Pirani

Date: 19 November 2025

JUDGMENT SENT TO THE PARTIES ON:

19 November 2025

FOR THE TRIBUNAL OFFICE