



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Pinninti

**Respondent:** Royal Mail Group Ltd

**Heard at:** London South (hybrid) **On:** 5-8 January 2026

**Before:** Employment Judge Hart, Mr Townsend, Ms Lindsay

**Representation:**

For the claimant: Mr Steward (Lay Representative)

For the respondent: Mr Chaudhry (Solicitor-Advocate)

## JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The claimant's complaint of unfair dismissal is not well founded and is dismissed.
2. The claimant's complaint of wrongful dismissal is not well founded and is dismissed.
3. The claimant's complaint of victimisation (the contents of the investigation report) is well founded and succeeds.
4. The claimant's complaint of victimisation (dismissal) is not well founded and is dismissed.

5. The claimant's complaint for unlawful deduction of wages and / or breach of contract succeeds, the respondent having accepted liability. By consent the respondent is to pay the claimant the sum of **£161.20 net**.

### **Orders**

6. A remedy hearing is listed for **18 February 2026 at 2pm** for 2 hours to consider remedy for the successful complaint of victimisation. The respondent is permitted to attend by CVP; the claimant has elected to attend in person. The hearing will take place at London South Employment Tribunal, Montague Court, 101 London Road, West Croydon, London CR0 2RF. The case will be heard by the same panel.
7. The claimant to send to the respondent 7 days before the hearing any further statement and / or evidence in relation to the remedy of injury to feeling arising out of the successful claim for victimisation.

This Judgment and Order has been approved by:

Employment Judge **HART**  
Date: 8 January 2026

JUDGMENT SENT TO PARTIES

30 January 2026

FOR THE TRIBUNAL OFFICE

P Wing

### **Note**

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.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>