



EMPLOYMENT TRIBUNALS

Claimant: D Pouton
Respondent: Royal Mail Group Limited

HELD AT: Newcastle **ON:** 20 – 22 April 2026
BEFORE: Employment Judge Aspden
M Gallagher
D Winter

REPRESENTATION:

Claimant: Mr Cooper, union representative
Respondent: Mr Ahmed, counsel

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The complaints that the respondent contravened section 47B of the Employment Rights Act 1996 by doing the following things are not well founded and are dismissed:
 - 1.1. failing to pay the claimant's usual wages whilst absent from work;
 - 1.2. failing to acknowledge or take seriously or properly report or investigate the claimant's report of an accident at work;
 - 1.3. failing to incorporate the claimant's proposed amendments to the accident report in relation to the incident which occurred on 29 August 2024;
 - 1.4. generally failing to respond to the claimant's concerns.
2. The claimant's other complaints that the respondent contravened section 47B of the Employment Rights Act 1996 are struck out because the tribunal does not have jurisdiction to determine them as they were brought outside the time limit in section 48 of the Employment Rights Act 1996.
3. The claimant's claim of disability discrimination made under the Equality Act 2010 is struck out because the tribunal does not have jurisdiction to determine it as it was brought outside the time limits in section 123 of the Equality Act 2010.

Employment Judge Aspden

Date 22 April 2026

Notes

Summary reasons for the judgment were given orally at the hearing. Written summary reasons will not be provided unless a party asked for them at the hearing or makes a written request which the Tribunal receives within 14 days of sending this written record of the decision.