



EMPLOYMENT TRIBUNALS

Claimant: Mrs B Joseph

Respondent: Royal Mail Group Limited

Heard at: Reading **On:** 26 June 2026

Before: Employment Judge Gumbiti-Zimuto
Members: Mrs C Anderson and Mr J Appleton

Representation
Claimant: In person
Respondent: Mr R Chaudhry, counsel

JUDGMENT

1. The respondent is ordered to pay to the claimant the sum of **£36,664.32** in compensation for unfair dismissal and disability discrimination. The award comprises of

Basic award for unfair dismissal	£7372.50
Compensatory award for unfair dismissal	£8427.60
Injury to feelings for disability discrimination	£18000.00
Interest on award for injury to feelings	£2864.22
Total award	£36,664.32

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to this award. The Regulations apply to the Tribunal's award as follows:
 - (a) Total monetary award £36,664.32
3. (b) Prescribed element £7,927.60
4. (c) Period of prescribed element 1 July 2024 to 26 June 2026
5. (d) Excess of monetary award over prescribed element £28,736.72

Approved by:

Employment Judge Gumbiti-Zimuto
26 June 2026

JUDGMENT SENT TO THE PARTIES ON
31 July 2026

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, summary or full 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. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full 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/