



EMPLOYMENT TRIBUNALS

Claimant: Mr. M. San

Respondent: Royal Mail Group Ltd.

Heard at: Liverpool

On: 2 & 3 July 2026

Before: Judge Callan (sitting alone)

Representation

Claimant: Miss W. Miller, counsel

Respondent: Miss Brislen, solicitor

JUDGMENT

For reasons given in a summary oral judgment on 3 July 2026:

1. The claimant's claim of unfair dismissal is not well-founded and is dismissed.

Judge Callan

Date: 3 July 2026

JUDGMENT SENT TO THE PARTIES ON

Date: 20 August 2026

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FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, summary 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.