



EMPLOYMENT TRIBUNALS

Claimant: Mr M Elnaggar

Respondent: Royal Mail Group Ltd

Heard at: Reading

On: 18-20 August 2026

Before: Employment Judge Anstis (sitting alone)

Representation:

Claimant: In person

Respondent: Ms R Page (solicitor)

JUDGMENT

1. The claimant's claims of unlawful deductions from wages and for holiday pay are dismissed on withdrawal.
2. The claimant's other claims are dismissed.

Approved by Employment Judge Anstis
20 August 2026

Judgment sent to the parties on:
24 September 2026

For the Tribunal

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/