Case Number: 3200278/2025

EMPLOYMENT TRIBUNALS

Claimant: **Mr T. Paliandi**

Respondent: **Royal Mail Group Ltd**

Heard at: **London East Tribunal Hearing Centre**
Taylor House (Day 1 only, then by CVP)

On: **22 – 25 September 2026**

Before: **Employment Judge Massarella**
Members: **Ms J. Houzer**
Mr L. O'Callaghan

Representation
Claimant: In person
Respondent: Mr H. Ahmed (Counsel)

JUDGMENT

The judgment of the Tribunal is that: -

1. **the Claimant's claim of failure to make reasonable adjustments succeeds in relation to two occasions in September 2024; and**

2. **the Claimant's claim of discrimination because of something arising in consequence of disability succeeds in relation to the Respondent's withholding of overtime between September 2024 and January 2025;**

3. **there will be a remedy hearing to determine compensation.**

Approved by:
Employment Judge Massarella
Dated: 28 September 2026