



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Rigby

**Respondent:** Royal Mail Group Limited

**HELD AT:** Manchester (by CVP) **ON:** 10 March 2023

**BEFORE:** Judge Cowx (sitting alone)

**REPRESENTATION:**

**Claimant:** Represented Himself

**Respondent:** Miss Zakia Tahir, solicitor

## JUDGMENT

1. The claimant's claims of unlawful deductions from wages on the 3<sup>rd</sup> and 10<sup>th</sup> of April 2020, on the 16<sup>th</sup> and 23<sup>rd</sup> of October 2020, and on the 27<sup>th</sup> of November 2020 were withdrawn by the claimant prior to the hearing and are therefore dismissed.
2. The claimant's claim of unlawful deduction from wages on the 5<sup>th</sup> of February 2021 was presented out of time on the 14<sup>th</sup> of March 2022. The deduction did not form part of a series of deductions. It was reasonably practicable for the claimant to bring his claim in time. The claimant did not do so. The Tribunal therefore has no jurisdiction to hear the claimant's claim and it is dismissed on this basis.
3. The claimant's claim of unlawful deduction from wages on the 26<sup>th</sup> of November 2021 succeeds, and the respondent is ordered to pay the claimant the sum of £132.05. This figure has been calculated using gross monthly pay and the respondent is to deduct from that amount the required sum payable to HM Revenue and Customs for Income Tax and National Insurance.

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Judge Cowx

10 March 2023

JUDGMENT SENT TO THE PARTIES ON

15 March 2023

FOR THE TRIBUNAL OFFICE

Notes

1. Reasons for the judgment having been given orally at the hearing, 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.
2. Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2401876/2022**

Name of case: **Mr S Rigby** v **Royal Mail Group Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 15 March 2023

**the calculation day** in this case is: 16 March 2023

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office