



## EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr P Banga

and

**Respondent**  
Royal Mail Group Limited

**Held at Reading on** 5 April 2017

**Representation**  
**Claimant:** Mr K Nathan, consultant  
**Respondent:** Mr J Gregson, solicitor

**Employment Judge** Mr S G Vowles (sitting alone)

### JUDGMENT

#### Evidence

1. The Tribunal heard evidence on oath and read documents provided by the parties. From the evidence heard and read the Tribunal determined as follows.

#### Name of Respondent

2. The correct name of the Respondent is Royal Mail Group Limited and the title to the proceedings is amended accordingly.

#### Wrongful Dismissal – article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994

3. This complaint was withdrawn at the start of the hearing and it is dismissed.

#### Unfair Dismissal – section 98 Employment Rights Act 1996

4. The Claimant was dismissed by reason of misconduct on 25 August 2016 and that was the effective date of termination. The dismissal was not unfair. This complaint fails and it is dismissed.

**Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013**

5. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

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Employment Judge Vowles  
5 April 2017

Sent to the parties on: 12/04/2017

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For the Tribunals Office