



Case Number 1304341/2020  
Type V

# EMPLOYMENT TRIBUNALS

BETWEEN  
AND

Claimant  
Mr R Kotfas

Respondent  
Royal Mail Group  
Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A PRELIMINARY HEARING

HELD AT Birmingham ON 2 October 2020

EMPLOYMENT JUDGE GASKELL

### Representation

For the Claimant: In Person  
For the Respondent: Mrs R Cairney (Solicitor)

Interpreter: Mr M Adam-Weclawiak (Polish)

## JUDGMENT

The Judgment of the tribunal is that: -

- 1 The claimant was not at any material time a disabled person as defined by Section 6 and Schedule 1 of the Equality Act 2010. The claimant's claims for disability discrimination are dismissed.
- 2 The claimant's claim for unfair dismissal remains listed for Final hearing before an Employment Judge sitting without members in Birmingham on **4, 5, 6 & 7 May 2021** with a time allocation of four days commencing at 9:45am each day. **(The parties should note the reduction in the time allocation and the change in the composition of the panel for the final hearing.)**
- 3 Save for the variation made at Paragraph 2 above the Case Management Orders made by Employment Judge Wynne-Evans on 13 May 2020 continue to apply.

Signed by: Employment Judge Gaskell  
Signed on: 2 October 2020