



EMPLOYMENT TRIBUNALS

Claimant: Mr K Paul

Respondent: Royal Mail Group - Royal Mail Relay - Kings Hill Business Park

Heard at: West Midlands, Birmingham (by CVP) **On:** 27 and 28 March and 17 and 18 April 2023

Before: Employment Judge Childe

REPRESENTATION:

Claimant: Mr Harding (Counsel)
Respondent: Ms Percivel (Solicitor)

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The parties have agreed the ACAS uplift in paragraph 3 below.
3. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 25% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

4. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£6,494.15**.
 - (b) A compensatory award of **£31,599.50**

Note that these are actually the sums payable to the claimant after any deductions or uplifts have been applied.

5. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge Childe

3 June 2024

Judgment sent to the parties on:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.