



EMPLOYMENT TRIBUNALS

Claimant: Mr R Nicholson

Respondent: DHL Services Limited (R1) and
Wincanton (R2)

Heard at: Cambridge (by CVP)

On: 20 September 2024

Before: Employment Judge Davey

Representation

Claimant: In person

Respondent: Ms Bryony Clayton, counsel (R1)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. The claimant was an employee of Wincanton (R2) and not an employee of DHL Services Limited (R1) at the relevant time. The complaint of **Unfair Dismissal** is therefore dismissed against R1 because the Tribunal does not have jurisdiction to determine it. The complaint of unfair dismissal proceeds against R2.
2. All acts of discrimination (failure to make reasonable adjustments) alleged by the claimant occurred during his employment with R2. The claimant was not employed by R1 at the relevant time. The complaints of **failure to make reasonable adjustments** are therefore dismissed against R1 because the Tribunal does not have jurisdiction to determine these complaints against R1. The complaints of failure to make reasonable adjustments proceed against R2.
3. All acts of victimisation alleged by the claimant occurred during his employment with R2. The claimant was not employed by R1 at the relevant time. The complaints of **victimisation** are therefore dismissed against R1 because the Tribunal does not have jurisdiction to determine these complaints against R1. The complaints of victimisation proceed against R2.

4. All complaints brought by the claimant against R1 are therefore dismissed against R1 because the Tribunal does not have jurisdiction to determine these complaints. All complaints brought by the claimant against R1 now proceed against R2.

Employment Judge Davey
20 September 2024

Judgment sent to the parties on:

9 December 2024
For the Tribunal: