



EMPLOYMENT TRIBUNALS

Claimant: Mr P Ignatowicz

Respondent: DHL Services Limited

Heard at: Midlands West Employment Tribunal by CVP

On: 24 – 28 March 2025

Before: Employment Judge Platt, Mrs W Ellis and Mr N Howard

Representation

Claimant: in person

Respondent: Ms L Redman, Counsel

JUDGMENT

1. The complaint of direct sex discrimination is not well-founded and is dismissed.
2. The complaint of direct discrimination based on religious or political belief is not well-founded and is dismissed.
3. The complaint of victimisation is not well-founded and is dismissed.
4. The complaint of unfair dismissal is well-founded and succeeds.
5. Any compensation paid to the claimant is subject to a 10% deduction for contributory fault.
6. The respondent is ordered to pay the following:
 - a. Basic award: $(£643 \times 6 \text{ years} \times \text{age}) = £3,858$
 - b. Compensatory award: $£11,394.00$ ($£11,994.30 + £666.35 - 10\%$)

Note: that these are actual the sums payable to the claimant.

7. It is ordered that the claimant be re-instated to his role as Warehouse Colleague pursuant to section 114 of the Employment Rights Act 1996. The terms of the reinstatement are as follows:
 - a. The amount payable by the respondent in respect of any benefit that the claimant might reasonably have expected to have but for dismissal is $£11,394.00$ plus any annual increases to pay that would have been applied to the claimant had he not been unfairly dismissed;

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- b. It is ordered that all rights and privileges must be restored to the claimant, including that the claimant should be reinstated to the DHL Voyager Pension Scheme as if he had not been dismissed and the respondent shall make whatever contributions necessary to give effect to this order;
- c. The respondent must comply with this order on a date to be advised following a request for reconsideration of this decision by the respondent. Any adjustments that need to be made the compensation awarded will be notified to the parties in due course.

Employment Judge Platt

28 March 2025