



EMPLOYMENT TRIBUNALS

Claimant: Mr D Bowring

Respondent: Archbold Logistics Ltd

Heard at: Leeds (by CVP)

On: 30 June 2025

Before: Employment Judge Themistocleous

Representation

Claimant: Mr D Bowring, in person

Respondent: Ms A Niaz-Dickinson, Counsel

JUDGMENT

1. At the start of the Final Hearing the Respondent conceded that the complaint of Unfair Dismissal pursuant to section 98 of the Employment Rights Act 1996 is well founded. The Tribunal proceeded to consider remedy only.
2. The Respondent is ordered to pay the Claimant £4050.90 as a basic award and £2664.04 as a compensatory award. The Recoupment Regulations apply to this judgment.
3. The Tribunal notes that the ACAS uplift applies only to the compensatory award not the basic award, hence the corrected figures quoted above.

Employment Judge Themistocleous

1 July 2025

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 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>