



EMPLOYMENT TRIBUNALS

Claimant: Mr K Watts

Respondent: Royal Mail Group Ltd

Heard at: Watford Employment Tribunal

On: 18-20 June 2025

Before: Employment Judge Taft

REPRESENTATION:

Claimant: Ms Jabir (Counsel)

Respondent: Mr Chaudhry (Solicitor Advocate)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. 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 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 25%.
4. It is just and equitable to reduce the basic award payable to the claimant by 25% because of the claimant's conduct before the dismissal.
5. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£16,177.50**.

(b) A compensatory award of **£35,159.65**.

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

6. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
- a. The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is **£51,337.15**
 - b. The prescribed element is **£34,747.15**.
 - c. The period of the prescribed element is from **7 December 2023 to 20 June 2025**.
 - d. The difference between (a) and (b) is **£16,590.00**.

Approved by:
Employment Judge Taft
20 June 2025

Judgment sent to the parties on:

21 July 2025

For the Tribunal:

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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.

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