



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Waheed

**Respondent:** Royal Mail Group Ltd

**Heard** at Sheffield by video **ON: 21 August 2025**

**BEFORE:** Employment Judge Brain  
Mr N Pearse  
Mr J Howarth

## REPRESENTATION:

**Claimant:** In person assisted by Mr A Khan, Cousin  
**Respondent:** Mr G Edwards, Solicitor

# JUDGMENT ON REMEDY

The Tribunal having determined (at a hearing held on 19 and 20 February 2025) upon the claimant's claim brought pursuant to the Employment Rights Act 1996 that the respondent unfairly dismissed the claimant and upon his claim brought pursuant to the Equality Act 2010 that the respondent discriminated against him by treating him unfavourably for something arising in consequence of disability, the Tribunal's judgment on remedy is:

## 1. Unfair dismissal compensation

The respondent shall pay to the claimant:

- |   |                  |
|---|------------------|
| 1.1. A basic award of:  | <b>£2,250.00</b> |
| 1.2. A compensatory award (for loss of the claimant's statutory right not to be unfairly dismissed) of: | <b>£350.00</b>   |

## 2. Discrimination compensation

The respondent shall pay to the claimant:

- |  |                   |
|--|-------------------|
| 2.1 Compensation for past loss of earnings of:   | <b>£18,605.19</b> |
| 2.2 Compensation for future loss of earnings of:   | <b>£15,580.76</b> |
| 2.3 Compensation for injury to the claimant's feelings (inclusive of an award for aggravated damages in the sum of £2,000) of: | <b>£20,000.00</b> |

- 2.4 Interest upon past loss of earnings of: £1,688.78
- 2.5 Interest upon injury to the claimant's feelings of: £3,630.77
- 2.6 The grand total of the amount awarded to be paid by way of compensation for discrimination (inclusive of interest) of:
- £59,505.50**

**3 Uplift pursuant to Section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992**

- 3.1 It is just and equitable for there to be an uplift of the compensation awarded to the claimant for discrimination by reason of the respondent's failure to comply with the *ACAS Code of Practice: Disciplinary and grievance procedures (2015)* by 10% and accordingly the respondent shall pay to the claimant by way of ACAS uplift of:

**£5,950.55**

- 3.2 Pursuant to section 124A of the Employment Rights Act 1996 there shall be no uplift of the basic award in paragraph 1.1.

- 3.3 There shall be no uplift of the compensatory award in paragraph 1.2.

**4 Grossing Up**

- 4.1 The total of the amounts awarded in paragraphs 1, 2 and 3 of this Judgments of: **£68,056.65**

- 4.2 Accordingly, this sum shall be grossed up to defray the tax liability in the claimant's hands incurred pursuant to section 401 of the Income Tax (Earnings and Pensions) Act 2003 of: **£9,514.16**

**5. Grant total**

Accordingly, the respondent shall pay a total by way of compensation to the claimant the sum of: **£77,570.21**

Date: 22 August 2025.

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Sent to the parties on:

...9 October 2025.....

For the Tribunal:

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Note - Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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