



# EMPLOYMENT TRIBUNALS

**Claimant**

**Mr B Ferreira**

**Respondent**

**Royal Mail Group Ltd**

**Heard at:** Cambridge Employment Tribunal (via CVP)

**On:** 25<sup>th</sup> November 2025

**Before:** Employment Judge King

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Ms Hall (Solicitor)

## REMEDY JUDGMENT

1. The claimant having been unfairly dismissed as determined at the last hearing, an order for reinstatement is made pursuant to section 114 of the Employment Rights Act 1996.
2. The Claimant shall be reinstated with effect from 11<sup>th</sup> December 2025, subject only to the Claimant having by that date, satisfied the Respondent's vetting requirements for identification and right to work in the UK, into his role as Operational Postal Grade (OPG) Worker at the Ipswich Sorting Office. The parties have agreed the initial role and working hours which have changed for operational reasons since the Claimant last worked.
3. The Claimant is reinstated at his pre-dismissal rate of pay with full benefits as if he has not been dismissed including by the application of any uplift increase or other change to his rate of pay since dismissal. It is noted that this includes two pay rises on or around 1<sup>st</sup> April 2024 and 1<sup>st</sup> April 2025.
4. Within 7 days of the date upon which the Claimant is reinstated to his OPG role, the Respondent will pay to the Claimant the sum of £11,940.86 (gross) subject to necessary deductions for tax that the Respondent is in law required to make. This being the sum he would reasonably be expected to have earned in the period since the date of the dismissal including the payments that would have been made by the employer to the Claimant on

account of pension and other benefits. This is an agreed sum taking into account sums offset for mitigation.

5. The Claimant shall pay to the Respondent by no later than 31<sup>st</sup> December 2025, the sum of £360.00 under Rule 74(2)(a) of the Employment Tribunal Rules of Procedure 2024 by way of costs for proceeding with the hearing before me in circumstances where the remedy was agreed between the Respondent and the Claimant's respective solicitors.
6. Should the Respondent fail to comply with the Order of reinstatement made the Claimant shall notify the Tribunal accordingly by no later than 31<sup>st</sup> December 2025.

**Approved by:**

**Employment Judge King**

Date: 25.11.25

Sent to the parties on:

15 December 2025

For the Tribunal:

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.