



EMPLOYMENT TRIBUNALS

Claimant: Mr Fazl Samuel

Respondent: DPD Group UK Limited

Heard at: East London Tribunal Hearing Centre (by CVP)

On: 18, 19 & 20 June 2025

Before: Employment Judge Crosfill
Mrs J Clark
Ms A Berry

Appearances

For the claimant: In person with his wife Mrs Samuel

For the respondent: Fergus Curie, a Solicitor

JUDGMENT

1. The Claimant's claim for unfair dismissal is well founded and succeeds.
2. For the purposes of Section 119 the basic award is reduced by 50% by virtue of the Claimant's conduct pursuant to Section 122 of the Employment Rights Act 1996.
3. The Tribunal make no compensatory award pursuant to Section 123 of the Employment Rights Act 1996 having found that had the Respondent acted fairly it could and would have dismissed the Claimant on the same date on which the dismissal took place.
4. The Claimant had 2 year's continuous service. He was 47 at the date of dismissal. He was paid £457.60 per week. Before reduction his basic award would be $2 \times 1.5 \times £457.60 = £1,372.80$. After the reduction that is £686.40.
5. The Respondent is ordered to pay the Claimant the sum of £686.40

Employment Judge Crosfill
Dated: 27 June 2025

Notes

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/