



EMPLOYMENT TRIBUNALS

Claimant: Mr M Nutt

Respondent: DHL Services Limited

Heard at: Reading by CVP **On:** 24,25 and 26 February 2026

Before: Employment Judge Findlay

Representation

Claimant: Ms S Chan, Barrister

Respondent: Ms L Kaye, Barrister

JUDGMENT

1. The claimant's claim of unfair dismissal is well founded and succeeds.
2. There shall be a deduction from the compensatory award of 10% under section 123(1) of the Employment Rights Act 1996 and in accordance with the principles in *Polkey v AE Dayton Services Limited* 1988 ICR 142 HL.

Approved by:

Employment Judge Findlay
26/02/2026

JUDGMENT SENT TO THE PARTIES
ON 10 March 2026

FOR THE TRIBUNAL OFFICE

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/