



EMPLOYMENT TRIBUNALS

Claimant: Mr Barrie Henshaw

Respondent: Royal Mail Group Ltd

Heard at: Nottingham **On:** 5 & 6 August 2026

Before: Employment Judge Omambala

Representation

Claimant: Mr E Caparros, trade union representative

Respondent: Ms K Cannell, solicitor

JUDGMENT

- (1) *The Claimant's complaint of unfair dismissal contrary to section 98(4) of the Employment Rights Act 1996 is upheld.***
- (2) *The Claimant contributed to his dismissal by his acts and omissions. The Tribunal has determined that it is just and equitable to reflect the extent of that contribution by reducing the Claimant's compensatory award by 60%.***
- (3) *The Respondent is ordered to pay the Claimant the agreed sums of £14,267.18 by way of basic award and £5,961.67 by way of compensatory award***
- (4) *The total award which the Respondent must pay to the Claimant is £20,228.85.***

Approved by:

Employment Judge Omambala

Dated: 06 August 2026

Sent to the parties on

...10 September 2026.....

For the Employment Tribunal

...Elliot Barker.....

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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/