



EMPLOYMENT TRIBUNALS

Claimant: Mr J Train

Respondent: DHL Services Limited sued as DHL Supply Chain

Heard at: Leeds via CVP

On: 20th January 2022

Before: Employment Judge Moxon

Representation

Claimant: Attended in person

Respondent: Mr Dunn, counsel

JUDGMENT

1. The name of the respondent is amended by consent to DHL Services Limited.

UPON the claimant's complaint of unfair dismissal under the Employment Rights Act 1996:

2. The Claimant was unfairly dismissed by the Respondent.

Remedy

Basic award

3. It is just and equitable to reduce the basic award by 10% on account of the claimant's conduct.

4. The respondent shall pay a basic award of £10,502.35 net of the reduction in paragraph 3.

Compensatory award

5. UPON the claimant having suffered no financial losses consequent upon the dismissal, there shall be a compensatory award in the sum of £500 to compensate for loss of statutory rights only.

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6. There shall be no deduction from the award under the principles in *Polkey v AE Dayton Services Limited*.
7. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures. The award will be increased by 10%.
8. The claimant contributed to his own dismissal such that it is just and equitable to make a reduction to the award of 10%.
9. Accordingly, the award is in the sum of £495.

Total

10. The respondent shall pay the basic and compensatory awards to the claimant in the aggregate sum of £10,997.35 by 4 February 2022.

Employment Judge **Moxon**

Date: 20th January 2022