



EMPLOYMENT TRIBUNALS

Claimant: Mr L Knights

Respondent: Clarigo Logistics Limited

Heard at: Croydon (in public by video) **On:** 22 and 23 June 2026

Before: Employment Judge N Wilson

Representation

Claimant: Mr Knights (in person)

Respondent: no attendance

JUDGMENT

1. The claimant's claim for unfair dismissal pursuant to section 94 of the Employment Rights Act 1996 is well founded. The claimant was unfairly dismissed.
2. The respondent is Ordered to pay the claimant the sum of **£20180.79** within **14 days** of the date this Order is sent to the parties.
3. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
 - a. The total monetary award payable to the claimant for unfair dismissal is **£20180.79**
 - b. The prescribed element is £7246.17

- c. The period of the prescribed element is from 6 January 2025 until 23 June 2026.
 - d. The amount by which the monetary award exceeds the prescribed element is £12934.62
4. This decision was explained **orally** at the hearing and is broken down as set out below:

i.	Statutory redundancy award	<u>£1384.62</u>
ii.	Compensatory award	
iii.	Loss of earnings from 16 November 2024 until date of redundancy 6 January 2025 less income received from other work for the same period	
		<u>£3846.17</u>
iv.	Loss of earnings for January 2025 (less income received from other work for the same period)	<u>£1700</u>
v.	Loss of earnings for February 2025 (less income received from other work for the same period)	<u>£1700</u>
vi.	Notice pay (3 months)	<u>£9000</u>
vii.	Holiday pay	<u>£2550</u>
viii.	Deductions	
	a. Contributory fault	0
	b. Polkey	0

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Employment Judge N Wilson
Dated: 23 June 2026