EMPLOYMENT TRIBUNALS

Claimant: **Mr K Krumins**

Respondent: **GXO Logistics UK Limited**

Heard at: **Birmingham**

On: **5, 6 (& in chambers 27) October and 3 November 2026**

Before: **Employment Judge Flood**

Representation
Claimant: In person
Respondent: Ms Souter (Counsel)

JUDGMENT

The judgement of the Tribunal is that:

1. The complaint against the respondent of unfair dismissal (contrary to section 94 ERA) is well founded. The claimant was unfairly dismissed by the respondent.

2. The Tribunal will decide remedy for the unfair dismissal complaint at a further hearing, the date of which will be notified to the parties separately (together with a case management order setting out what the parties must do to prepare for that hearing). However the Tribunal has determined the following:

    a. There is a 75% chance that the claimant would have been fairly dismissed in any event.

    b. There was no unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is not just and equitable to increase the compensatory award payable to the claimant in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

    c. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 65%.

d. It is just and equitable to reduce the basic award payable to the claimant by 65 % because of the claimant's conduct before the dismissal.

Employment Judge Flood

Approved on 3 November 2026

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note

Notes: Reasons for the judgment having been given in full 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

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