



EMPLOYMENT TRIBUNALS

Claimant: Ms A Kardos

Respondent: Lidl Great Britain Limited

Heard at: Cambridge

On: 16-18 December 2024,
19 December 2024 hearing
taken by Regional Employment
Judge Foxwell and re-listed on
10 – 13 March 2025.

Before: Employment Judge L Brown

Mr Davie

Mr Snashall

REPRESENTATION:

Claimant: Mr Issacs, Counsel

Respondent: Mr Smith, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of ordinary unfair dismissal contrary to s.98 of the Employment Rights Act 1998 is not well-founded and fails.

Automatic Unfair Dismissal

2. The claim for automatic unfair dismissal contrary to s.100 and 103A of the Employment Rights Act 1996 is not well- founded and is dismissed.

Detriment for making protected disclosures

3. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.

Detriment related to Health and Safety concerns

4. The complaint of being subjected to detriment when she brought to her employer's attention, by reasonable means, circumstances connected with her work which she reasonably believed were harmful or potentially harmful to health or safety is not well-founded and is dismissed.

Approved by:

Employment Judge L Brown

24 March 2025

JUDGMENT SENT TO THE PARTIES ON
30 March 2025

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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/