



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Collins

**Respondent:** Lidl Great Britain Limited

**Heard at:** Leeds by CVP

**On:** 4 and 5 September 2025

**Before:** Employment Judge Maidment

## Representation

**Claimant:** In person

**Respondent:** Mr P Sangha, Counsel

# JUDGMENT

1. The claimant's claim of unfair is well founded and succeeds.
2. As compensation for unfair dismissal, the respondent is ordered to pay to the claimant compensation in the total sum of £22,171.88 (comprising a basic award of £8,050 and a compensatory award of £14,121.88, both having been reduced by a factor of 50% to reflect the claimant's conduct before dismissal). The Recoupment Regulations do not apply to this award.
3. The respondent is ordered to pay to the claimant the gross sum of £238.50, less any statutory deductions which fall to be made, in respect of a day of accrued but untaken holiday entitlement.
4. The claimant's claim seeking damages for breach of contract fails and is dismissed.

Employment Judge Maidment

Date 5 September 2025

JUDGMENT SENT TO THE PARTIES ON

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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.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>