Case No: 6005324/2025



# **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

Mr P Sangha, Counsel Respondent:

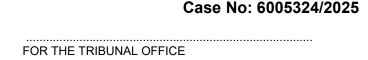
# **JUDGMENT**

- 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

10.2 Judgment - rule 61 March



#### **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 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/