



EMPLOYMENT TRIBUNALS

Claimant: Mr R Toghill

Respondent: Lidl Great Britain Ltd

Heard at: By video **On:** 24 February 2025

Before: Employment Judge S Moore
Mrs A Fine
Mrs M Humphries

Representation

Claimant: Mr O Rhys-James, Counsel
Respondent: Mr M Williams, Counsel

JUDGMENT ON REMEDY

1. The respondent shall pay the claimant the following sums:
 - a. Basic Award: **£1929.00**
 - b. Compensation for past financial losses: **£21,116.22**
 - c. Loss of Statutory Rights: **£500.00**
 - d. Compensation for injury to feelings: **£20,000**
 - e. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£2424.10.**

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
 - a. The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is **£23045.22**
 - b. The prescribed element is **£21,116.22.**
 - c. The period of the prescribed element is from 22 August 2023 and 24 February 2025.
 - d. The difference between (1) and (2) is **£1929.**

Approved by:

Employment Judge S Moore

7 March 2025

JUDGMENT SENT TO THE PARTIES
ON
11 March 2025

Kacey O'Brien
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/