



EMPLOYMENT TRIBUNALS

Claimant: Alexander Lee

Respondent: ID Medical Group Limited

Heard at: Watford Employment Tribunal, via CVP **On:** Thursday, 8 January 2026
and Friday, 9 January 2026

Before: Employment Judge Salter

Representation:

Claimant: In person assisted by Mr. D Lee.

Respondent: Mr. Rhodes, Counsel; Mr. B Standon, Solicitor

JUDGMENT

It is the judgment of the tribunal that:

1. The claimant was constructively unfairly dismissed within the meaning of Section 95 of the Employment Rights Act 1996, accordingly his complaint of unfair dismissal succeeds;
2. The Respondent breached the Claimant's contract of employment and subjected him to an unlawful deduction from wages.
3. The Respondent do pay the Claimant a
 - (a) Basic Award in the sum of £2,692.32.
 - (b) Compensatory Award of £250.00 for loss of statutory rights.
4. The Respondent do pay the Claimant compensation for breach of contract in the sum of £21,589.05

Employment Judge Salter

Friday, 9 January 2026
Date

JUDGMENT SENT TO THE PARTIES ON

17 February 2026

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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.

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.