



EMPLOYMENT TRIBUNALS

Claimant: Mr R Toghill

Respondent: Lidl Great Britain Ltd

UPON APPLICATION made by letter dated 8 April 2025 to reconsider the judgment dated 7 March 2025 under rule 69 of the Employment Tribunal Procedure Rules 2024, and without a hearing,

RECONSIDERED JUDGMENT ON REMEDY

The respondent's application is granted. The judgment is varied as follows:

1. The respondent shall pay the claimant the following sums:
 - a. Basic Award: **£1929.00**
 - b. A compensatory award: **£16410.22**
 - 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 respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the total award payable to the claimant by 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
3. The total award payable is therefore **£45,147.24**.
4. 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 **£18,339.22**

- b. The prescribed element is **£16410.22**
- 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**.

Date: 2 July 2025

Approved by

Employment Judge S Moore

JUDGMENT SENT TO THE PARTIES ON

18 February 2026

Katie Dickson
FOR THE TRIBUNAL OFFICE