



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Terry Hancox

**Respondent:** S K Heating and Cooling Limited

**Heard at:** Bristol                      **On:** 15 and 16 April and 13 and 14 May 2024

**Before:** Employment Judge Livesey

**Representation**  
Claimant: In person  
Respondent: Mr Bradley, HR consultant

## JUDGMENT

The Claimant's complaint of unfair dismissal for having made public interest disclosures is dismissed.

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Employment Judge Livesey

Date 14 May 2024

JUDGMENT SENT TO THE PARTIES ON  
18 May 2024 By Mr J McCormick

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 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/>

written record of the decision.