



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Sheehy

**Respondent:** Costain Engineering & Construction Limited

**Heard at:** Reading (by CVP)

**On:** 19, 20 December  
2024

**Before:** Employment Judge Baran (sitting alone)

## REPRESENTATION:

**Claimant:** Ms C Howells (Counsel)

**Respondent:** Mr S Way (Counsel)

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The name of the Respondent is amended to Costain Engineering & Construction Limited.
2. The Claimant's complaint of unfair dismissal under Part X Employment Rights Act 1996 is not well-founded and is dismissed.

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Employment Judge Baran  
20<sup>th</sup> December 2024

JUDGMENT SENT TO THE PARTIES ON  
16/1/2025

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FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. 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.
3. 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/>