



## THE EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Matthews  
**Respondent:** Skanska Plc  
**On:** 27 February 2025 - 6 March 2025 (6 days)  
**Heard at:** **Watford**  
**Before:** Employment Judge Skehan

**Representation**  
**For the Claimant:** In person  
**For the Respondent:** Mr Zovidavi, counsel

### JUDGMENT

1. The claimant's claim for unfair dismissal is well-founded. The claimant was unfairly dismissed. However, had the respondent followed a fair procedure it is more likely than not that the claimant would have been dismissed in any event. The respondent shall pay the claimant a basic award only in the sum of £2187 and a sum of £500 in respect of loss of statutory rights. The total amount payable to the claimant within **14 days from the date of this judgment is £2687.**
2. The complaint of failure to make reasonable adjustments is not well-founded and is dismissed.
3. The complaint of automatically unfair dismissal on the grounds of making a protected disclosure is not well founded and dismissed.
4. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.

Approved by  
EJ Skehan

6 March 2025

ORDERS SENT TO THE PARTIES ON

15 March 2025

FOR THE TRIBUNAL OFFICE

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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/>

### **Reasons**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

### **Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) 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.