



# EMPLOYMENT TRIBUNALS

**Heard at** Croydon **On 7 August 2025**

**Claimant** Mr Keith Dilloway

**Respondent** Thames Water Utilities Limited

**Before** Employment Judge Lumby

## **Appearances**

**Claimant** Mr D Stephenson (counsel)

**Respondent** Mrs C Urquhart (counsel)

## JUDGMENT ON A PRELIMINARY ISSUE

The application for interim relief is dismissed.

**Approved by  
Employment Judge Lumby  
7 August 2025**

Sent to the parties on:  
4 September 2025

For the Tribunal Office:

P Wing

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/>