



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Saida Shah

**Respondents:** (1) A&A Enterprises London Limited  
(2) Budgens Head Office  
(3) Shell UK Retail  
(4) Mr Nigel Fletcher t/a FW Retail

## RECORD OF PUBLIC PRELIMINARY HEARING

**Heard at:** Watford **On:** 10 November 2023  
**Before:** Employment Judge McNeill KC

### Appearances

For the Claimant: In person, assisted by a friend, Mr David Gardner  
For the Respondents: (1) No attendance  
(2) Ms Howells, Counsel  
(3) Ms Breslin, Counsel  
(4) Ms Platt, Counsel

## JUDGMENT – PRELIMINARY HEARING

1. The Claimant's claims against the Second and Third Respondents are dismissed on withdrawal by the Claimant.
2. The Claimant's claims against the First and Fourth Respondent are struck out pursuant to rule 37 of the Employment Tribunals Rules of Procedure as an abuse of process and as having no reasonable prospect of success.
3. If the Second and/or Fourth Respondents wish to make applications for costs against the Claimant, they must make their application to the Tribunal in writing. If they do so, the Claimant will be given a reasonable opportunity to respond.

Employment Judge McNeill KC

10 November 2023

Sent to the parties on:  
5 January 2024

For the Tribunal Office:

**Notes**

Full reasons for the decision to strike out the Claimant's complaints were given orally at the hearing. If written reasons are required by either party, that party must make a request in writing to the Tribunal within 14 days of the sending of this decision to the parties.

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