



EMPLOYMENT TRIBUNALS

Claimant: Mr Francesco Ricci
Respondent: Shine-Mart Ltd
Heard at: London East Hearing Centre (By CVP)
On: 2 April 2026
Before: Employment Judge B Beyzade
Members: Mrs G Forrest
Dr L Rylah

Representation

For the Claimant: In person
For the Respondent: Mr Muhammed Najmul Islam, Managing Director

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Tribunal is that:

- 1.1. the claimant's complaints of wrongful dismissal and breach of contract (notice pay) are not well founded and they are hereby dismissed.

Approved By:
Employment Judge B Beyzade
Dated: 2 April 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, summary written reasons will not be provided unless a request was made by either party at the hearing or a written request for summary reasons 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 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/>