



EMPLOYMENT TRIBUNALS

Claimant: Jack Shine

Respondent: Intelligent Data Collection Ltd

RECORD OF A PRELIMINARY HEARING

Heard at: Bury St Edmunds (in public; by CVP) **On:** 16 March 2026

Before: Employment Judge Boyes (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: Ms Whitlock

JUDGMENT on a PRELIMINARY ISSUE

The effective date of termination was the 3 March 2025. The Claimant's Unfair Dismissal complaint was therefore made in time. The Tribunal has jurisdiction to determine the claim.

Approved by:

Employment Judge Boyes

Date: 2 April 2026

Sent to the parties on:
13 May 2026

.....

For the Tribunal Office:

.....

Reasons

Full 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 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

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. You can access the Direction and the accompanying Guidance here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>