



EMPLOYMENT TRIBUNALS

Claimant: Mr R Sabbir
Respondent: ONQOE Limited

JUDGMENT

1. The claim was presented in the South East Employment Tribunal on 24 March 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £15,440.20 gross (subject to tax and national insurance).
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £1,930.00 (subject to tax and national insurance).
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £2,573.38 (subject to tax and national insurance).
5. The Claimant is to give credit for the sum of £1,225 paid back to him.
6. The respondent must pay the claimant **£19,943.58** in total (subject to tax and national insurance).

Approved by:
Employment Judge Alliot

30 October 2025

JUDGMENT SENT TO THE PARTIES ON
4 February 2026

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FOR THE TRIBUNAL OFFICE