



EMPLOYMENT TRIBUNALS

Claimant: Mr. E Abdelaziz

Respondent: GIGATE LTD

JUDGMENT

1. The claim was presented in the Watford Employment Tribunal on 26 August 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 claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £20,451.99 gross calculated as £20,121.75 notice pay and £330.24 pension contributions during notice.
3. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £8,668.00 gross.
4. The respondent must pay the claimant **£29,119.99 gross** in total.
5. Determination of the other complaints cannot properly be made on a summary basis and will proceed to a Final Hearing which will consider both liability and remedy issues.

Approved by:

Employment Judge George

26 February 2026

JUDGMENT SENT TO THE PARTIES ON

1 April 2026

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FOR THE TRIBUNAL OFFICE