



EMPLOYMENT TRIBUNALS

Claimant: Mr K Wazbinski

Respondent: Optimus Access Ltd

Heard at: Watford Employment Tribunal (In Public; In Person)

On: 3 August 2026

Before: Employment Judge Quill; Ms I Sood; Ms A Brown

Appearances

For the Claimant: No appearance or representation either in person or by video

For the respondent: Ms G Corby, counsel

Interpreter: Ms J Galka

JUDGMENT

1. The Respondent's application for strike out was refused. Instead we proceeded in accordance with Rule 47.
2. The complaint of unfair dismissal is not well-founded. The Claimant was not unfairly dismissed.
3. The Claimant was not dismissed in breach of contract. He was not entitled to receive notice of dismissal.
4. The Claimant was not underpaid for unused holiday entitlement on termination of employment. He had used 4 days of his entitlement (for the pro rata period, 1 January 2025 to 24 February 2025) and his termination payments exceeded that minimum requirement.
5. The complaint alleging arrears of pay is not well-founded. The Claimant has not proven that, on any occasion, he was paid less than the wages that were properly payable.

6. These were the only complaints presented by the claim form dated 10 May 2025.
7. Therefore the entire claim has been dismissed.

Approved by:

Employment Judge Quill

Date: 3 August 2026

JUDGMENT SENT TO THE PARTIES ON

.....9 September 2026

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FOR THE TRIBUNAL OFFICE

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If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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