



محكمة قطر الدولية  
ومركز تسوية المنازعات  
QATAR INTERNATIONAL COURT  
AND DISPUTE RESOLUTION CENTRE

In the name of His Highness Sheikh Tamim bin Hamad Al Thani,  
Emir of the State of Qatar

**Neutral Citation: [2026] QIC (F) 10**

IN THE QATAR FINANCIAL CENTRE  
CIVIL AND COMMERCIAL COURT  
FIRST INSTANCE CIRCUIT

Date: 13 April 2026

**CASE NO: CTFIC0071/2025**

OSAMA ELFADEL FAKI AHMED

**Applicant**

v

VICOMMS LLC

**Respondent**

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**JUDGMENT**

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**Before:**

**Justice Fritz Brand**

## **Order**

1. Paragraph 1 of the Order of this Court in this matter dated 17 February 2026 ([2026] QFC (F) 4) (the '**Order**') is hereby replaced by the following:

*The Respondent is directed to pay to the Applicant forthwith an amount of QAR 5,250 together with interest on this amount, calculated at the rate of 5% per annum from 11 December 2025 to the date of actual payment.*

2. The amount referred to in paragraphs 2 and 3 of the Order is reduced from QAR 15,250 to QAR 5,250.
3. Save for paragraphs 1 and 2 above, the Order remains unchanged and is hereby confirmed.

## **Judgment**

1. The Applicant, Mr Osama Elfadel Faki Ahmed, is a Sudanese citizen who resides in the State of Qatar. The Respondent, Vicomms LLC, is established and licensed in the Qatar Financial Centre (the '**QFC**') to undertake motion pictures, video, and television productions. Since June 2024, when the Respondent was established in the QFC, the Applicant was employed by the Respondent under an employment contract as Senior Editor at a salary of QAR 14,000 per month (the '**Contract**'). The Contract was terminated by the Respondent on notice to the Applicant with effect from 28 August 2025. This Court has jurisdiction to determine the dispute between the parties by virtue of article 9.1.1.3 of the Court's Rules and Procedures (the '**Rules**') because the dispute arises from a contract between an entity established in the QFC and its employee.
2. After termination of the Contract on 28 August 2025, the Applicant lodged a complaint with the QFC Employment Standards Office (the '**ESO**') on the basis that the Respondent had failed to pay the Applicant's salary of QAR 14,000 for August 2025 and had made unauthorised deductions from his salary in June 2025 in an amount of QAR 1,000. Hence, the Applicant claimed payment of the amount of QAR 15,000. The Respondent raised the defence that because the Applicant acted in breach of contract, it is entitled to withhold payment of the amounts claimed.

3. After investigation, and in a well-reasoned and careful determination dated 11 December 2025 (the '**ESO Determination**'), the ESO held in favour of the Applicant. Accordingly, the ESO directed the Respondent to pay the Applicant the amount claimed by him together with interest in the amount of QAR 250: that is, QAR 15,250 in aggregate. The ESO Determination also informed the Respondent that it could appeal against the decision to the QFC Regulatory Tribunal, failing which the award against it would become final.
4. The Respondent did not lodge an appeal against the ESO Determination, nor did it pay any part of the determined amount in any way. In consequence, the Applicant brought an application seeking, inter alia, an order enforcing the ESO Determination in his favour. Pursuant to that application, this Court issued a judgment on 17 February 2026 (the '**February Judgment**') which included the aforementioned Order. With regard to the application for enforcement of the ESO Determination, the Order was formulated thus in paragraph 1:

*Determination of the Applicant's application for enforcement of the Qatar Financial Centre Employment Standards Office ('ESO') Determination against the Respondent, to pay the Applicant an amount of QAR 15,250 and for an award of interest on that amount, is to stand over pending the judgment of this Court in the case of QFC Employment Standards Office v Experts Credit Solutions Consultancy LLC (Case No. CTFIC0067/2025).*

5. The background to this dispute, as well as the Court's reasoning, appears in the February Judgment, and I propose that the present judgment be read as a continuation thereof. With specific reference to paragraph 1 of the order, the Court said in paragraph 9 of the February Judgment:

*As to the relief sought by Applicant, the question whether this Court is empowered to enforce determinations by the ESO is pertinently raised in the case of Employment Standards Office v Experts Credit Solutions Consultancy LLC (Case No. CTFIC 0067/2025) which is set down to be heard on Monday 16 February 2026. Hence I propose to stand the application for that relief over until that case has been decided...*

6. Since the February Judgment was issued, this Court has given its judgment in the matter of *Qatar Financial Centre Employment Standards Office v Expert Credit Solutions*

*Consultancy LLC* [2026] QIC (F) 5, which was issued on 29 March 2026. In that judgment, the Court ordered the following in paragraph 1:

*Where the ESO makes an order requiring a QFC entity to make a payment to a third party which remains unpaid by the due date, both the third party and the ESO of its own motion under articles 7(1) and (4) of the QFC Employment Regulations (as amended), have the power to apply to this Court for a judgment in terms of that order.*

7. The order quoted in paragraph 6 above makes it plain that the Applicant is entitled to the enforcement of the ESO Determination which he seeks. In the meantime, the Applicant has informed the Registry of this Court that the Respondent has made partial payment of the amount claimed, in the sum of QAR 10,000. In consequence, the amount referred to in the Order must be reduced to QAR 5,250.

**By the Court,**



**[signed]**

**Justice Fritz Brand**

A signed copy of this Judgment has been filed with the Registry.

Representation

The Applicant was self-represented.

The Respondent was self-represented.