

Case Nos. 1306907/2020  
1306861/2020  
1306801/2020  
1308950/2020  
1306739/2020  
1307011/2020  
1306636/2020  
1306828/2020

# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

**AND**

**Respondent**

Mr Maroof Ahmed  
Mr Sam Bridge  
Mrs Adeola Daniel-Taiwo  
Mrs Dianne Hall  
Miss Syrona Nelson  
Miss Shirin Patel  
Mr Jaspal Sohal  
Ms Claire Tym  
Mr Anil Varma

The Cool Food Group Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham (by CVP) **ON** Tuesday 21 April 2021

**BEFORE:** Employment Judge Gilroy QC

### Representation

**For the Claimants: All in Person**

**For the Respondent: No appearance or representation**

## JUDGMENT

**The judgment of the Tribunal is as follows:**

1. In so far as is necessary, the claim forms in respect of each of the claims shall be amended (a) so as to name The Cool Food Group Limited as sole Respondent, and (b) so as to remove Mr Richard Waterman as a named Respondent.
2. In relation to the Claimant Maroof Ahmed, the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £2,050.23 in respect of that claim.
3. In relation to the Claimant Sam Bridge:

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- (a) the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £3,771.00 in respect of that claim;
  - (b) the claim of automatic unfair dismissal by reason asserting of a statutory right is well founded and the Respondent is ordered to pay the Claimant the sum of £2,003.00 by way of a compensatory award in respect of that claim, and
  - (a) the Claimant received Jobseekers Allowance during the period from 30 July 2020 until 1 September 2020 in the sum of £819.78. Accordingly, The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996, ("the recoupment provisions") apply.
4. In relation to the Claimant Adeola Daniel-Taiwo:
- (a) the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £2,760.36 in respect of that claim;
  - (b) the claim of automatic unfair dismissal by reason asserting of a statutory right is well founded and the Respondent is ordered to pay the Claimant the sum of £6,887.36 by way of a compensatory award in respect of that claim, and
  - (c) the Claimant received Universal Credit during the period from 15 August 2020 until 15 January 2020 in the sum of £1,784.40. Accordingly, the recoupment provisions apply.
5. In relation to the Claimant Dianne Hall:
- (a) the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £3,572.28 in respect of that claim;
  - (b) the claim of automatic unfair dismissal by reason asserting of a statutory right is well founded and the Respondent is ordered to pay the Claimant the sum of £1,720.00 by way of a compensatory award in respect of that claim, and
  - (c) the Claimant received Jobseekers Allowance during the period from 4 July 2020 until 3 September 2020 in the sum of £819.78. Accordingly, the recoupment provisions apply.
6. In relation to the Claimant Syrona Nelson, the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £440.00 in respect of that claim.

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7. In relation to the Claimant Shirin Patel, the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £1,323.33 in respect of that claim.
8. In relation to the Claimant Jaspal Sohal:
  - (a) the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £4,767.49 in respect of that claim, and
  - (b) the claim of automatic unfair dismissal by reason asserting of a statutory right is well founded and the Respondent is ordered to pay the Claimant the sum of £2,369.20 by way of a compensatory award in respect of that claim.
9. In relation to the Claimant Claire Tym:
  - (a) the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £2,302.60 in respect of that claim;
  - (b) the claim of automatic unfair dismissal by reason asserting of a statutory right is well founded and the Respondent is ordered to pay the Claimant the sum of £1,720.00 by way of a compensatory award in respect of that claim, and
  - (c) the Claimant received Jobseekers Allowance during the period from 29 July 2020 until 30 August 2020 in the sum of £409.89. Accordingly, the recoupment provisions apply.
10. In relation to the Claimant Anil Varma:
  - (a) the claim of unlawful deductions from wages is well founded and the Respondent is ordered to pay the Claimant the sum of £937.50 in respect of that claim;
  - (b) the claim of automatic unfair dismissal by reason asserting of a statutory right is well founded and the Respondent is ordered to pay the Claimant the sum of £3,750.00 by way of a compensatory award in respect of that claim, and
  - (c) the Claimant received Jobseekers Allowance during the period from 6 July 2020 until 28 September 2020 in the sum of £892.20. Accordingly, the recoupment provisions apply.

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**Employment Judge Gilroy QC**  
17 May 2021