



EMPLOYMENT TRIBUNALS

Claimants: (1) Miss Sheila Yasmin Miah
(2) Miss Sultana Ahmed Emma

Respondent: Cocoon Global Limited

Heard at: East London Hearing Centre (by video)

On: 18 January 2023

Before: Employment Judge C H O'Rourke

Representation

For the Claimants: In person
For the Respondent: Not in attendance, or represented

JUDGMENT

1. In respect of the First Claimant (Miss Miah – 3201450/22), the Respondent:
 - a. Failed to pay her statutory redundancy pay, of £1,088.00;
 - b. Failed to pay her arrears of holiday pay, of £1,500.00;
 - c. Made unlawful deductions from her salary for the month of February 2022, of £2,500.00; and
 - d. Failed to provide her with four weeks' contractual notice, or pay in lieu thereof, of £2,500.
2. Accordingly, the Respondent is ordered to pay the First Claimant the total sum of £7588.00.
3. In respect of the Second Claimant (Miss Emma – 2206102/22), the Respondent:
 - a. Failed to pay her statutory redundancy pay, of £832.83;
 - b. Failed to pay her arrears of holiday pay, of £1,082.68;

- c. Made unlawful deductions from her salary for the month of February 2022, of £1655.66; and
 - d. Failed to provide her with four weeks' contractual notice, or pay in lieu thereof, of £1655.66.
4. Accordingly, the Respondent is ordered to pay the Second Claimant the total sum of £5246.83.

**Employment Judge O'Rourke
Date: 18 January 2023**