



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) David Spencer  
(2) Nathan Spencer

**Respondent:** Mersey Eco Grants Limited (in creditors voluntary liquidation)

**Heard at:** Liverpool

**On:** 22 May 2024

**Before:** Employment Judge Benson

## REPRESENTATION:

**Claimants:** in person

**Respondent:** no attendance

## JUDGMENT

1. The complaints of unauthorised deductions from wages are well-founded. The respondent made an unauthorised deduction from both claimants' wages in the period from 1 to 30 November 2022.
2. The respondent shall pay to the first claimant **£1620.35**, which is the gross sum deducted (as per his payslip for that period). The first claimant is responsible for the payment of any tax or National Insurance.
3. The respondent shall pay to the second claimant **£1231.14**, which is the gross sum deducted (being the second claimant's basic gross salary for that period, in the absence of a payslip). The second claimant is responsible for the payment of any tax or National Insurance.

**Employment Judge Benson**  
**22 May 2024**

Judgment sent to the parties on:

6 June 2024

For the Tribunal:

**Notes**

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

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case numbers: **2401857/2023, 2401861/2023**

Name of cases: **Mr N Spencer** v **Mersey Eco Grants Ltd**  
**Mr D Spencer** **(In Creditors Voluntary**  
**Liquidation)**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day, the calculation day, and the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 6 June 2024

**the calculation day** in this case is: 7 June 2024

**the stipulated rate of interest** is: **8% per annum.**

For the Employment Tribunal Office