



EMPLOYMENT TRIBUNALS

Claimant: Ms Murray

Respondent: William & Spenceley Ltd

RULE 22 JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period April to July 2025.
2. The respondent shall pay the claimant **£780**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£5,382** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
6. The respondent shall pay the claimant **£747.50**. The claimant is responsible for paying any tax or National Insurance.
7. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£9,632.00**.
8. The Hearing on 18 May 2026 is cancelled.

**Approved by:
Employment Judge Childe
14 May 2026**

Note

Written reasons will not be provided unless a party makes a written request within 14 days of the sending of this written record of the decision.

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