



EMPLOYMENT TRIBUNALS

Claimants: Mr A Crawshaw
Miss E Crawshaw

Respondent: O'Carroll Geospatial Ltd

Heard at: Liverpool **On:** 2 November 2022

Before: Employment Judge Horne

REPRESENTATION:

Claimants: In person

Respondent: Did not appear, was not represented, participation restricted under rule 21 of the Employment Tribunal Rules of Procedure 2013.

JUDGMENT

1. The respondent made an unauthorised deduction from Mr Adam Crawshaw's wages. The respondent is ordered to pay Mr Crawshaw the gross sum of £3,051.95.
2. The respondent made an unauthorised deduction from Miss Emma Crawshaw's wages. The respondent is ordered to pay Miss Crawshaw the gross sum of £2,121.47.

Employment Judge Horne
Date: 2 November 2022

SENT TO THE PARTIES ON
14 November 2022

FOR THE TRIBUNAL OFFICE

Note –

1. This judgment follows a hearing on a remote video platform. None of the parties objected to the format of the hearing.
2. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this judgment is sent to the parties. If written reasons are provided, they will be published on the tribunal's online register which is visible to internet searches.
3. The respondent may be required to make deductions for tax and national insurance on the sums awarded in this judgment. This means that the amounts actually received by the claimants may be less than the judgment sum.
4. When deciding the amount that the respondent was ordered to pay Miss Crawshaw, the tribunal gave the respondent credit for the sum of £1,700.00 paid by the respondent to the claimant. That amount was paid net. The tribunal calculated that this sum represented the equivalent of £2,566.03 in gross wages and deducted that amount from the gross wages that it would otherwise have ordered the respondent to pay. The respondent may be required to pay tax and national insurance on the sum of £2,566.03. If it makes such a payment to His Majesty's Revenue and Customs, it is **not** entitled to deduct any of that payment from the judgment sum payable under paragraph 2 of this judgment.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2406498/2022 & Other**

Name of case: **Mr A Crawshaw & Other** v **O'Carroll Geospatial Limited**

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: 14 November 2022

the calculation day in this case is: 15 November 2022

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

Mr S Artingstall
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:
www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.