



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Mullineux

**Respondent:** CJS3 Ltd

**Heard at:** Manchester Employment Tribunal (by video)

**On:** 18 June 2025

**Before:** Employment Judge Dunlop

## Representation

**Claimant:** In person

**Respondent:** Mr G Harold (Company Director)

# JUDGMENT

1. The claimant's complaint of unauthorised deductions from wages is well-founded in part. The respondent was entitled to deduct £345 related to a power-washer, but not £800 related to IT costs or £495.68 related to PPE.
2. The respondent made the unauthorised deductions from the claimant's net (after tax) salary. The respondent is ordered to re-pay the sums deducted in full. The respondent is therefore ordered to pay the claimant a total of **£1,295.68**. No deductions are to be made from this sum for tax and national insurance, as the claimant has already paid tax and national insurance on that sum through the respondent's payroll.

Approved by Employment Judge Dunlop

Date: 18 June 2025

SENT TO THE PARTIES ON

24 July 2025

FOR EMPLOYMENT TRIBUNALS

**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 number: **6004289/2025**

Name of case: **Mr C Mullineux** v **CJS3 Ltd**

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: 24 July 2025

**the calculation day** in this case is: 25 July 2025

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

For the Employment Tribunal Office