



# EMPLOYMENT TRIBUNALS

**Claimant:** D Cullen

**Respondent:** Anthony Millard

**Heard at:** Croydon (Partially by Video)

**On:** 12th January 2026

**Before:** Employment Judge Tueje

## REPRESENTATION:

**Claimant:** In Person

**Respondent:** Mrs S Cullen (the Respondent's wife)

## JUDGMENT

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages for the period 31<sup>st</sup> March 2024 to 4<sup>th</sup> April 2024.
2. The respondent shall pay the claimant **£525.00**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The respondent shall pay the claimant **£600.00** as pay in lieu of notice. 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.
4. 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.

5. The respondent shall pay the claimant **£1,404.00**. The claimant is responsible for paying any tax or National Insurance.
6. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£1,200.00**.
7. **As a result of the above, the total amount the respondent must pay the claimant is £3,279.00.**

Approved by:

**Employment Judge Tueje**

**14 January 2026**

#### 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at [www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)