



EMPLOYMENT TRIBUNALS

Claimant: Mr G Jones

Respondent: CTC Recruitment Limited

Heard at: Manchester (by CVP)

On: 23 & 27 March 2026

Before: Employment Judge Miller-Varey

REPRESENTATION:

Claimant: In Person

Respondent: Ms R Blackman

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded **in part.** The respondent made unauthorised deductions from the claimant's pay reflecting commission due to him for work in relation to each named permanent candidate at p.2 of material appended to the ET1, excluding Jordan Howard. There were three such deductions, of which two have been satisfied earlier this week. The respondent is now ordered to pay to the claimant the gross sum of £2550 for the remaining, outstanding deduction.
2. The unlawful deductions set out in paragraph 1 were also a breach of contract but no additional sum is due given the relief at paragraph 1.
3. The remaining complaints of unlawful deductions from earnings and/or breach of contract are not well founded and are dismissed.

Approved by Tribunal Judge Miller-Varey
(Acting as a Judge of the Employment
Tribunal)

27 March 2026

JUDGMENT SENT TO THE PARTIES ON

28 May 2026

FOR THE TRIBUNAL OFFICE

Note

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6016794/2025**

Name of case: **Mr G Jones** v **CTC Recruitment 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: 28 May 2026

the calculation day in this case is: 29 May 2026

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

For the Employment Tribunal Office