



EMPLOYMENT TRIBUNALS

Heard at: Croydon (by video) **On:** 19 August 2025

Claimant: Mr Vernon Harris

Respondent: Champneys Eastwell Limited

Before: Employment Judge E Fowell

Representation:

Claimant In Person

Respondent Ms Gemma Tracey, HR Director

JUDGMENT

The claimant did not suffer an unlawful deduction from wages in respect of overtime worked as no such payments had been agreed or authorised and so were not properly payable.

Employment Judge Fowell
Date: 19 August 2025

Sent to the parties on:
Date: 3 September 2025

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 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/>