



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L M Fox

**Respondent:** Nevill Golf Club

**Heard at:** London South (Croydon) (CVP) **On:** 21 April 2026

**Before:** Employment Judge Wright

**Representation:**

**Claimant:** Ms M Fox (claimant's mother)

**Respondent:** Mr S Turner (secretary)

## JUDGMENT

The Judgment of the Tribunal is the claimant's claims of unauthorised deduction from wages is conceded by the respondent in the sum of **£84.00** gross pay.

The claimant is to account to HMRC.

For the avoidance of doubt, the calculation of the claimant's hours worked during the final month (August 2025) is agreed at 114. That represents 20 working days between the 28 July 2025 to 22 August 2025, less five days not worked = 15 days x 8 hours (the claimant's shift) = 120 hours. Deducted from that sum was the overpayment of 6 hours (27 July 2025 paid in July when the claimant did not work the 4 hour shift paid at 1.5 on that day) = 114 hours. That figure was transposed and the claimant was paid for 144 hours incorrectly. The respondent deducted the 30 hours from the payment made on 17 October 2025. There was nothing unlawful about it doing so.

Approved by:  
Employment Judge Wright  
Date: 21 April 2026

Sent to the parties on:  
Date: 8 May 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.

**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/>