



EMPLOYMENT TRIBUNALS

Claimant: Mr J Russell

Respondent: Surrey and Sussex Healthcare NHS Trust

Heard at: London South, by video

On: 18th, 19th and 20th August
2026

Before: Employment Judge MJ Reed, Mr J Hutchings and Mr R Singh

Representation

Claimant: In person, assisted by Mr S Olding, lay representative

Respondent: Mr D Earl, Counsel

JUDGMENT

1. The claim for unfair dismissal is not well-founded and is dismissed.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in relation to work done on 7th November 2024.
3. The respondent shall pay the claimant £241.80, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Approved by:

Employment Judge Reed

24th August 2026

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

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

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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/