



EMPLOYMENT TRIBUNALS

Heard at	Ashford (by video)	On 6 July 2026
Claimant	Mr Richard Harvey	
Respondent	Leonard Buca Limited	
Before	Employment Judge Eoin Fowell	
Appearances		
Claimant	In person	
Respondent	Mr Buca, Director	

JUDGMENT

The claim for unlawful deduction from wages is dismissed on the basis that all of the deductions in question were authorised.

Employment Judge Eoin Fowell

Date: 6th July 2026

Judgment sent to parties on:

9th July 2026

For the Tribunal Office

Reasons

Full 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/>