



EMPLOYMENT TRIBUNALS

Claimant: Mr D Calder

Respondent: Metroline Travel Limited

Heard at: Watford Employment Tribunal (In Public; In Person)

On: 22 to 26 June 2026

Before: Employment Judge Quill; Ms L Thompson; Mr T Poil

Appearances

For the Claimant: Litigant in person, assisted by his daughter

For the respondent: Mr J Boyd, counsel

JUDGMENT

1. The complaint of unfair dismissal does not succeed. (Section 2 of list of issues)
2. None of the 7 complaints of harassment related to race succeed. (Section 3 of list of issues)
3. Neither of the 2 complaints of victimisation succeed. (Section 4 of list of issues)
4. The complaint of breach of contract does not succeed. The Claimant was not entitled to a notice period. (Section 7 of list of issues)
5. The complaint of breach of the Working Time Regulations 1998 ("WTR") is well-founded. On termination of employment, the Respondent failed to pay the Claimant the full amount to which he was entitled in accordance with Regulation 14 WTR. The Claimant was entitled to be paid in lieu of all the annual leave which accrued between 1 January 2022 and the termination of

employment, and the Respondent paid less than that entitlement. (Section 8 of list of issues)

6. The complaint of unauthorised deduction from wages is well-founded. The Claimant was entitled to receive pay from 1 February 2022 (date of suspension) until the last day of employment and the Respondent paid less than his entitlement. (Section 9 of list of issues)
7. The Respondent admits breach of the duty set out in section 1 and/or 4 of the Employment Rights Act 1996 ("ERA"). (Paragraph 10.1 of list of issues).
8. This hearing was for liability only and there will therefore be a remedy hearing for the successful complaints.
9. A decision about the date on which the dismissal took effect (and therefore the last day of entitlement to wages, and the last date to which annual leave entitlement accrued) will be made at the remedy hearing.
10. The remedy hearing will determine the definition of "rostered pay" as per the disciplinary procedure and will decide whether the Claimant should have received sick pay rather than "rostered pay" for the period 31 March to 31 May 2022.

Approved by:

Employment Judge Quill

Date: 26 June 2026

JUDGMENT SENT TO THE PARTIES ON

.....6 July 2026...

FOR THE TRIBUNAL OFFICE

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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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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.

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>