



EMPLOYMENT TRIBUNALS

Claimant: Mr D Calder

Respondent: Metroline Travel Limited

Heard at: Watford Employment Tribunal (In Public; By Video)

On: 26 August 2026

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

Appearances

For the Claimant: Litigant in person

For the respondent: Mr J Boyd, counsel

REMEDY JUDGMENT

1. The Claimant's contract of employment ended on 28 December 2022.
2. The wages properly payable do not include amounts (if any) that the Respondent was obliged to contribute to an employer's pension scheme.
3. The Respondent is ordered to pay the sum of £40,691.34 (subject to PAYE, if any, but without any other deduction or set off) for unauthorised deduction from wages for the period 1 March to 28 December 2022.
4. The Respondent is ordered to pay the sum of £4,193.24 (subject to PAYE, if any, but without any other deduction or set off) as the balance owed to the Claimant, in accordance with the Working Time Regulations 1998 ("WTR"), in lieu of unused holiday entitlement on termination of employment.
5. The Respondent is ordered to pay the sum of £1142 (being 2 x £571) in accordance with section 38 of the Employment Act 2002.

6. There is no uplift.

Approved by:

Employment Judge Quill

Date: 26 August 2026

JUDGMENT SENT TO THE PARTIES ON
1 October 2026

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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.

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/>