

A cartoon illustration of a courtroom. A judge with grey hair and glasses sits on a red throne, holding a gavel. A lawyer in a black robe and white wig stands on the right, gesturing. A woman with brown hair sits on the left, looking up. The background features wood paneling, blue curtains, and a scale of justice emblem.

PUBLIC INTEREST DISCLOSURE · A CARTOON COURTROOM BRIEFING

The Hearing Postponed Before It Began

Ramdin v Williams Lea Limited — Employment Tribunal Case No. 3300001/2025 · Watford

Procedural record · Paragraph 11 · Strike-out application · Postponement · Re-listing

A cartoon retelling of the disclosure document. Every date, quote and figure comes from the record; no judicial findings are implied.

DRAMATIS PERSONAE

Meet the Cast

Employment Judge Anstis

Approved the 29 August 2025 Order that set the four paragraph 11 questions.

Regional Employment Judge Foxwell

Postponed the 8 July 2026 hearing on 7 July 2026.

Endarr Carlton Ramdin

The Claimant — author of the Position Note and the strike-out Response.

Williams Lea Limited

The Respondent — sought dismissal and/or strike-out of all claims.

Ashleigh Green · DAC Beachcroft LLP

Respondent's solicitors — served the 320-page proposed hearing bundle.

Robert Dunn · Parklane Plowden Chambers

Respondent's counsel — author of the Skeleton Argument.

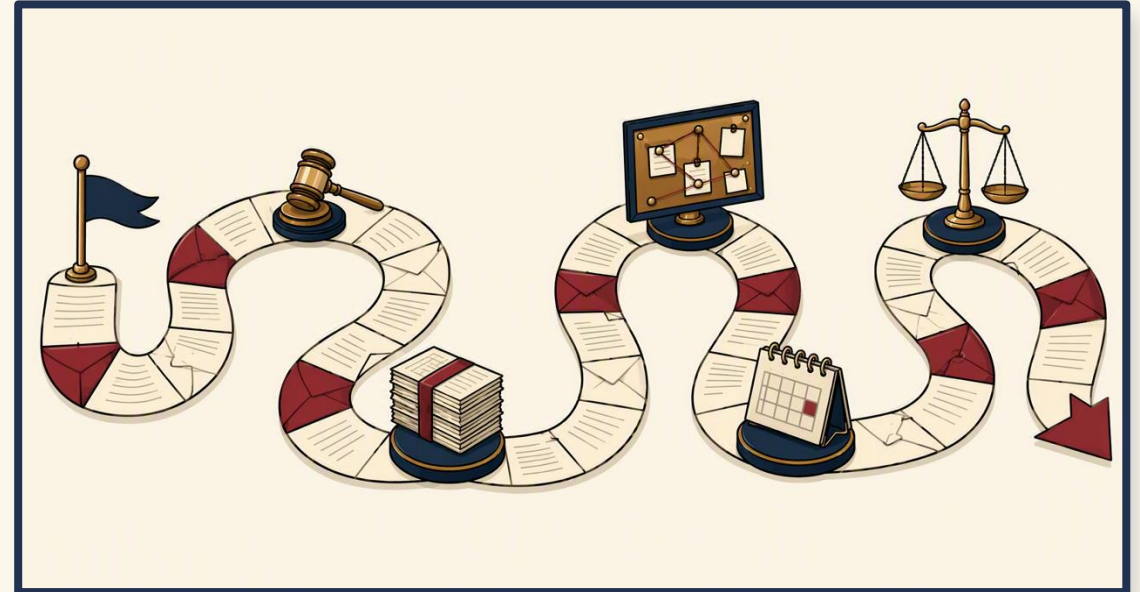


Cartoon stand-ins, not likenesses — the real record is made of documents, dates and times.

THE STORY SO FAR

One Continuous Paper Trail

- 1 29 Aug 2025 — EJ Anstis' Order sets the four paragraph 11 questions
- 2 17 Nov 2025 — public preliminary hearing listed: 8 July 2026, 10:00, by video
- 3 3 Jul 2026, 09:28 — Respondent serves its 320-page proposed bundle
- 4 6 Jul 2026 — Claimant's Position Note proposes a paragraph 11 hearing map
- 5 7 Jul 2026 — Respondent's Skeleton Argument produced, seeking dismissal / strike-out
- 6 7 Jul 2026 — Claimant's Response: "a live dispute", not a strike-out case
- 7 7 Jul 2026 — REJ Foxwell postpones the next morning's hearing
- 8 Jul 2026 — public preliminary hearing re-listed, to take place on 17 December 2026



The documentary sequence, end to end.

The trail does not end in a judgment. It ends where it began — with the same four questions, carried forward to a new public date.

The Judge Draws the Hearing Map

29 August 2025 — EJ Anstis' Order (sent 12 September 2025) directs a one-day public preliminary hearing by video. 17 November 2025 — a separate Notice fixes the date: 8 July 2026, 10:00.

- a Had the Claimant **complied** with the Notice and Order of 21 February 2025?
- b If so, should the identified **Rule 28** elements proceed under Rule 28(3)?
- c Should the **overtime claim be struck out** over the reply — or lack of reply — to the overtime order?
- d What **further case management** should follow?

Paragraphs 1–10 tell the story of how the case got here. **Paragraph 11** sets the four questions the public hearing was meant to answer — the two should not be conflated.



The 29 August 2025 Order — procedural history in paragraphs 1–10, the hearing framework in paragraph 11.

The Judge Records Uncertainty About the Tribunal File



The Tribunal's own Order recorded uncertainty about whether its file was complete.

"Much correspondence — too much correspondence — has ensued from the claimant. — Order, para 2

"There is a danger with so much correspondence some points will have been missed. — para 3

"I cannot be confident that I have seen all the correspondence sent by the claimant. — para 3

Some correspondence appeared *"not on the file nor available from the tribunal's email records."* — para 3

Paragraph 4 rebuilt the April 2025 reply chain only in qualified words:

"As far as I can tell" · "appeared" · "may have" · "possibly"

The paragraph 10 reference to **Rule 38 / Rule 74** was a prospective warning — it struck out nothing and ordered no costs.

A 320-Page Bundle Lands at 09:28

3 July 2026, 09:28 — Ashleigh Green of DAC Beachcroft LLP served the Respondent's proposed **320-page** Preliminary Hearing Bundle, "limited to the paragraph 11 issues" and *"not an evidence bundle."*

- The Claimant had until **12 noon, Monday 6 July** to propose additions — two days before the hearing (the bundle itself was served five days before).

- The index ran by item number and date; it was **not organised under 11(a)–(d)**.

- Much of the material — ET1, Updated Summary, correspondence — had **originated from the Claimant**.

- Notice and Order at pages 33–34; disability CMO at 35–37; Updated Summary at 38–43.



"Ramdin - PH Bundle.pdf" — selected, indexed and served by the Respondent's solicitors.

The coming dispute was not about whether the documents existed — but how they related to the four questions.

The Claimant Rebuilds the Record



"A paragraph 11 hearing map" — evidence organised around the four questions, not chronology alone.

6 July 2026 — a 15-page Position Note: *"I do not agree with the proposed index in its present form."* Its proposal: every entry to show the filename, date and time, what the document shows, and which paragraph 11 question it answers.

THE RESPONSE & SERVICE CHAIN

3 Mar 2025, 10:49 — Tribunal sends two separate instruments

21 Mar 2025 — CMO Reply with disability / medical material

31 Mar 2025 — Updated Summary addendum sent

1 Apr 2025 — copying / service issue raised

2 Apr 2025 — material re-sent, DAC Beachcroft copied

20 Jun 2025 — further re-service

The Note separates a **substantive response** from later **copying / service regularisation** — answering the uncertainty the Judge had recorded at paragraph 4.

And it fixed this position on 6 July — before the Respondent's Skeleton Argument existed.

The Overtime File, by the Numbers



1,129.05

claimed overtime hours, set out in the Updated Summary



£43,979.55

claimed value of the unpaid overtime



Oct 2023 – Jun 2024

the period identified for the additional working

THE EVIDENCE PATHWAY



JIRA work-time records



TOIL request trail



ERA 1996, s.13 — wages framework



Clause 12 — the disputed wording

These figures appear in the Claimant's Updated Summary (25 March 2025) and Position Note — and the Respondent's own Skeleton Argument repeats both numbers. The Respondent does **not** admit the hours were worked. Paragraph 11(c) listed whether the claim should be struck out on the basis of the reply or alleged lack of reply — it did not list final determination of the overtime merits.

The Respondent Seeks Strike-Out

7 July 2026 — Robert Dunn of Parklane Plowden Chambers produced the Skeleton Argument. At paragraph 3 the Respondent said it would seek *"dismissal and/or strike out of all of C's claims."*

■ **Paras 28–29:** strike out the overtime claim under **Rule 38** — Clause 12 (bundle p. 315) said to be fatal; the claim said to have *"no basis, detail, or explanation."*

■ **Para 38:** *"R says a fair trial is no longer possible, and strike out is proportionate."*

■ **Para 39:** fallback — **Unless Orders or Deposit Orders.**

■ The same Skeleton itself states the claim: **1,129.05 hours** and **£43,979.55** — without admitting the hours were worked.

Claim-specific disposal and a wider conduct application — both advanced, neither yet decided.



"Skeleton Argument for Public PH 8.7.26" — page-referenced to the 320-page bundle.

Documentary Tensions Within the Skeleton Argument

THE SKELETON SAYS

"the heads of claim are identifiable."

Skeleton Argument, para 2



THE SAME RECORD SHOWS

"18 months after the ET1, R still does not know what claims they must meet."

Skeleton Argument, para 38(a)

The overtime claim has *"no basis, detail, or explanation."*

Skeleton Argument, para 28



The same Skeleton states **1,129.05 hours** and **£43,979.55** — and answers the claim with Clause 12.

Skeleton Argument, paras 22–29

The Claimant's *"sole objection"* to the bundle is described as chronological order.

Skeleton Argument, para 36(i)



The Claimant's quoted words: *"The bundle index should therefore be organised around those four questions..."*

Position Note, as quoted in the Skeleton itself

No motive is attributed — the disclosure places the two positions side by side and lets the documents speak.

Same Day, the Claimant Answers



"Claimant's Response to the Respondent's Skeleton Argument" — 16 pages, served 7 July 2026.

"That means the Respondent understands the overtime claim — and Clause 12 is "a merits defence."

"The Respondent is attempting to convert a merits defence into a strike-out argument."

"That sequence does not show an unintelligible claim. It shows a live
THE LEGAL FRAME LINED UP BEHIND IT
dispute.

ERA 1996, s.13 · Working Time Regulations 1998 · HSWA 1974, s.2 · risk-
assessment duties · Equality Act 2010, ss.20–21 · mutual trust & confidence ·
Rule 38 proportionality

The proportionate course proposed: if any clarification were still needed, a
focused direction for further particulars — not removal of the overtime claim
without a hearing.

The Gavel Falls... on the Calendar

7 July 2026 — Regional Employment Judge Foxwell postponed the public hearing listed for the following morning.

“As it was extremely unlikely that the above case could have been heard on 08 July 2026...

...postponement was preferred to “leaving too many cases in the list and needing to send parties away unheard on the day their case was listed for hearing.” — the Tribunal's stated reason

WHAT THE ORDER DID NOT DECIDE

¶11(a)–(d) · the Rule 38 applications · Clause 12 · the 1,129.05 hours · the £43,979.55 — all left **undetermined**.

8 July 2026, 10:00 — did not proceed

Both parties were directed to provide September–December dates to avoid by **14 July 2026**.



Postponement Order, 7 July 2026 — addressed to the Claimant and DAC Beachcroft, ACAS copied.

Back on the List: 17 December 2026



Availability exchanged in July 2026; the Tribunal confirmed the replacement date.

The postponement moved the questions to a new date — it did not remove them.

WHO COULD DO WHEN

Respondent's counsel: 29 Sep · 2, 6, 7, 16, 29 Oct · 4, 5, 6 Nov · 17 Dec

Claimant: the whole of December 2026 — no dates to avoid

Tribunal: public preliminary hearing formally **re-listed** for 17 December 2026

Directed → listed → prepared → postponed → **re-listed**. The hearing stays **public**, and the paragraph 11 and Rule 38 issues are carried forward undetermined.

17 December 2026

The replacement public preliminary hearing — same four questions.

Everything Is Still to Play For



Postponement preserved the dispute; it decided none of it.

STILL UNDECIDED ON THE RECORD

- ¶11(a) — compliance with the February 2025 Order
- ¶11(b) — whether the Rule 28 elements proceed
- ¶11(c) — the overtime strike-out
- ¶11(d) — further case management
- Both Rule 38 applications — overtime and conduct
- Clause 12 — a pleaded defence, not yet ruled upon

The record runs: uncertainty → four questions → bundle → reconstruction → strike-out → answer → postponement → **a confirmed public hearing**.

Public preliminary hearing re-listed — 17 December 2026 · Watford · by video (CVP)