



# EMPLOYMENT TRIBUNALS

**Claimant:** Ronnie Downs

**Respondent:** PJ Downs and Sons Ltd

**Heard at:** East London Hearing Centre (by video)

**On:** 22 and 23 May 2024

**Before:** Employment Judge Mack

**Representation**  
Claimant: The claimant represented himself  
Respondent: Alexander Mellis (counsel)

## JUDGMENT

1. The claimant's claims for unauthorised deductions (holiday pay and national minimum wage) are dismissed. This is because the claimant brought them out of time.
2. The claimant's claims for notice pay and redundancy pay are not well-founded and are dismissed.
3. Given its findings in respect of the claims for notice pay and redundancy pay, the Tribunal has no power to make an award under section 38 of the Employment Act 2002. Therefore, this claim is also dismissed.

**Employment Judge Mack**  
**Dated: 28 May 2024**