



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Flynn

**Respondent:** The Risk Practice Limited T/A Showmed

**Heard at:** Bury St Edmunds

**On:** 15 May 2019

**Before:** Employment Judge M Warren

## Representation

**Claimant:** Mr Bunting, counsel

**Respondent:** Mr Withers, director

## JUDGMENT

1. The Respondent was in breach of Regulation 10 of the Working Time Regulations 1998 on 11 & 12 May 2018 and on 13 & 14 June 2018. In respect of the breach on 11 & 12 May 2018, it is not just and equitable to award compensation. In respect of the breach on 13 & 14 June 2018, the Respondent shall pay the Claimant compensation of £61.52.
2. The Respondent was in breach of Regulation 12 of the Working Time Regulations 1998 on 9 occasions between 9 April and 27 May 2018. It is not just and equitable to award compensation.
3. The application for a Financial Penalty pursuant to Section 12A of the Employment Tribunals Act 1996 is dismissed.

\_\_\_\_\_  
 Employment Judge Warren 16<sup>th</sup> May 2019

JUDGMENT SENT TO THE PARTIES ON 30th May 2019

.....  
 .....  
 FOR THE TRIBUNAL OFFICE

Note

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**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.