



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Flynn

**Respondent:** Garmin (Europe) Limited

**Heard at:** Southampton

**On:** 7 April 2025

**Before:** Employment Judge Rayner

## Representation

Claimant: In person

Respondent: Mr H Robson, Solicitor

# JUDGMENT ON REMEDY

**The Respondent will pay the claimant the total sum of £16,812.50 in respect of the following:**

- 1. A Basic award of £1875.00**
- 2. Compensation for loss of statutory Rights of £500.00**
- 3. Compensation for 8 months loss of earnings of £13,125.00**
- 4. A 10% uplift for failure to follow the ACAS code of practice on disciplinary and grievance of £1312.50.**

**Judgment approved by  
Employment Judge Rayner  
Date: 7 April 2025**

JUDGMENT SENT TO THE PARTIES ON  
28 May 2025

Jade Lobb  
FOR THE TRIBUNAL OFFICE

**Notes**

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**

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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/>