



EMPLOYMENT TRIBUNALS

Claimant: Miss M Boal

Respondent: Healthera Limited

Heard at: Bury St Edmunds Employment Tribunal

On: 6 ,7 February, 27 March 2025

Before: Employment Judge M Magee

Representation

Claimant: Mr Singh (counsel)

Respondent: Ms Richards (solicitor)

JUDGMENT

1. The Claimant's claim for unfair dismissal is well founded and succeeds.
2. The Claimant's claim for failure to provide written reasons for dismissal is well founded and succeeds.
3. The Claimant's claim for failure to provide written particulars of employment is not well founded and is dismissed.
4. The Respondent shall pay to the Claimant the sum of £22,125.44, consisting of:
 - a. Failure to give reasons for dismissal £1,523.09
 - b. Unfair dismissal basic award £1,903.86
 - c. Unfair dismissal compensatory award £18,698.49

5. The recoupment provisions apply:

a. Grand Total	£22,125.44
b. Prescribed element	£16,029.78
c. Period of prescribed element from 8 October 2023 to 27 March 2025.	
d. Excess of Grand total over prescribed element	£6,095.66

Approved by:

Employment Judge **Michael Magee**

Date: 15 April 2025

JUDGMENT SENT TO THE PARTIES ON
30 April 2025

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 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/>