



EMPLOYMENT TRIBUNALS

Claimant: Ms Amber Stoter

Respondent: Gain Healthcare Ltd

Heard at: Reading (by CVP)

On: 5 September 2025

Before: Employment Judge Baran
Mrs F Tankard
Mr A Scott

Appearances:

Claimant: In person (by CVP)

Respondent: Mr R Magara (Solicitor, by CVP)

REMEDY JUDGMENT

Following the Tribunal's judgment on liability dated 14 May 2025, the unanimous judgment of the Tribunal in relation to remedy is as follows:

1. The respondent is ordered to pay the claimant the sum of **£26,948.38** made up as follows:
 - (a) Compensation for financial losses (loss of earnings) assessed in the sum of **£2,843.74** net
 - (b) Compensation for injury to feelings assessed in the sum of **£18,000.00**
 - (c) Uplift pursuant to s20A Trade Union and Labour Relations (Consolidation) Act 1992 for unreasonable failure to comply with a relevant ACAS Code of Practice of 10% and assessed in the sum of **£2,084.37**
 - (d) Interest assessed in the sum of **£4,020.27**.
2. The recoupment regulations do not apply.

Approved by:

Employment Judge Baran

5 September 2025

Judgment sent to the parties on:

26 September 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/