



EMPLOYMENT TRIBUNALS

Claimant: Mr Ward

Respondent: Authenticated By Limited

Heard at London Central (by CVP)

On: 25 June 2024

Before Employment Judge Shukla (sitting alone)

Representation

Claimant In person

Respondent Ms Acheampong

JUDGMENT

1. The complaint of breach of contract is well-founded in relation to the claimant's bonus for 2022. The respondent's failure to carry out a performance assessment for the bonus period of March 2022 to December 2022 inclusive was a breach of the respondent's contract of employment with the claimant. If the claimant had been assessed, he is likely to have met one of the 3 key performance indicators, and would have been contractually entitled to one third of his bonus.
2. The claimant's damages are as follows:
 - a. For March – September 2022 inclusive, at annual salary of £46,000 ($4600/3 \times 7/12$): £8944.
 - b. For October – December 2022 inclusive, at annual salary of £60,000 ($6000/3 \times 3/12$): £500
3. The respondent shall pay the claimant £1394, calculated on a gross basis.
4. The complaints of breach of contract for the bonuses for 2021 and 2023 are not well-founded.

Employment Judge Shukla

26 June 2024

3 July 2024
JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNALS

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.