



# 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

## **CORRECTED JUDGMENT<sup>1</sup>**

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 ( $46000/3 \times 7/12$ ): £894.
  - b. For October – December 2022 inclusive, at annual salary of £60,000 ( $60000/3 \times 3/12$ ): £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

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<sup>1</sup> This judgment is corrected under rule 69 of the Employment Tribunals Rules of Procedure. The only change is to remove a typographical error in the calculation in paragraph 2a.

1 August 2024

JUDGMENT SENT TO THE PARTIES ON

8 August 2024

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.

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