



EMPLOYMENT TRIBUNALS

Claimant: Mr C Ward

Respondent: Authenticated By Limited

Heard at: London Central (by CVP)

On: 21, 22, 23 October 2025

Before: Employment Judge Davidson

REPRESENTATION:

Claimant: In person

Respondent: Ms A Acheampong, Litigation Consultant

JUDGMENT

The judgment of the Tribunal is as follows:

Detriment for making protected disclosures

1. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.

Automatic unfair dismissal for making protected disclosures

2. The complaint of being dismissed for making a protected disclosure is not well-founded and is dismissed.

Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£5,000.00** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Unfair Dismissal

5. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
6. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by **25%** in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
7. The respondent shall pay the claimant the following sums:
 - (a) A basic award of £3,461.52
 - (b) A compensatory award of £15,707.40
 - (c) Loss of statutory rights of £500.00
 - (d) ACAS uplift on compensatory award of £3,926.35

TOTAL for unfair dismissal compensation is **£23,593.27**

Employment Judge Davidson

23 October 2025

Judgment sent to the parties on:

30 October 2025

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For the Tribunal:

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