

When employment ends

Most bonus schemes will make clear what an employee's entitlement is if they leave before the bonus is paid. This can depend on whether they resigned or were dismissed.

Employees should check the terms of their bonus scheme or contract.

Usually, employees who are dismissed for gross misconduct will not get their bonus. This is because the employee is considered to have breached their contract.

Bonus clauses

It is common for bonus schemes to include a clause that states the bonus is only paid to employees:

- who are still employed at the bonus payment date
- who are not in their notice period

If the employee resigns or is dismissed with notice, they will not get their bonus. This applies even if they are still employed but are in their notice period on the bonus payment date.

Redundancy

The employment contract should make clear what will happen to a bonus if an employee is made redundant.

Some employers will offer a pro-rata bonus for employees made redundant before the payment date. Pro-rata in this situation means in proportion to the amount of the bonus year worked.

An employee might be entitled to the bonus if they're under notice of redundancy when the bonus is paid.

[Find out more about redundancy pay](#)

Get more advice and support

For more advice about bonuses, including if a bonus is not paid, you can:

- [contact the Acas helpline](#)
- talk to your trade union representative, if you're a member