



EMPLOYMENT TRIBUNALS

Claimant: Mrs R Kalam

Respondent: The Chief Constable of West Midlands Police

FINAL HEARING

Heard at: Birmingham

On: 8 & 9 January 2024

Before: Employment Judge Camp

Members: Mrs RA Forrest
Mr J Reeves

Appearances

For the Claimant: Mr J Feeny, counsel

For the Respondent: Mr D Basu, King's Counsel; Mr A Rathmell, counsel

JUDGMENT

1. The Respondent accepts that as a result of the Reserved Judgment dated 15 October 2023 ("Reserved Judgment") the Claimant is entitled to at least £723,378 in compensation and damages – not including interest – in addition to the sums specified in that Reserved Judgment and in the Judgment by Consent sent to the parties on 15 September 2023 ("Judgment by Consent").
2. The Claimant accepts that as a result of the Reserved Judgment she is entitled to not more than £840,697 in compensation and damages – not including interest and if and only if her compensation and damages are non-taxable – in addition to the sums specified in the Reserved Judgment and Judgment by Consent.
3. £17,319 paid as a lump sum to the Claimant in respect of injury benefit should not be set off against / deducted from her compensation and damages.
4. The Claimant's compensation and damages should be assessed as if there were a 40 percent chance of her not commuting her PPS 2015 pension for the maximum tax-free lump sum when she retired from the Police in 2043 in the scenario where the discrimination, victimisation and detriments set out in the Judgment by Consent had not

occurred. The Claimant and Respondent agree that the money value of this is £40,000: 40 percent of an agreed figure of £100,000.

5. Interest to the date of this hearing is agreed in the sum of £7,023.
6. The compensation and damages and interest awarded to the Claimant are non-taxable and have been calculated on that basis.
7. The Claimant is therefore awarded, and the Respondent must pay her, in addition to the sums specified in the Reserved Judgment and Judgment by Consent, a total sum, inclusive of interest to the date of this hearing, of **£787,720.00** (£723,378 + £17,319 + £40,000 + £7,023).
8. Reasons for the above decisions were given orally at the hearing. Written reasons have been requested and will be provided in due course.

EJ Camp

11th January 2024