



EMPLOYMENT TRIBUNALS

Claimant: Ms J Hamid

Respondent: Kent County Council

Heard at: Ashford (by video)
On: 29 April 2026

Before: Employment Judge Corrigan
Dr S Chacko
Mr W Dixon

Appearances

For the claimant: In person
For the respondent: Mr D Green, Counsel

Remedy Judgment

1. Following the liability judgment dated 27 February 2026, sent to the parties on 3 March 2026, that the respondent had breached a sex equality clause, the tribunal makes the following declarations as to the rights of the parties:
 - 1.1 The claimant's contract for the period 21-31 December 2017 is modified so that her grade was increased to KR8 and her pay to the bottom of the KR8 pay range at that date/2.5% above her existing pay rate/her pay rate from 1 January 2018 (whichever was the higher).
 - 1.2 The claimant's contract for the period from 21 April 2021 is modified so that her grade became KR10 and her pay the bottom of the KR10 salary range at that date/a 2.5% increase on her existing pay rate (whichever was the higher).
 - 1.3 The claimant's contract provided for her pay to be reviewed annually and the annual percentage increases that were applied to the claimant since 21 April 2021 would have still applied to the modified salary in the same way.

2. The respondent is ordered to pay an award to the claimant of arrears of pay as follows (subject to tax and National Insurance):

2.1 £207.95 for the period 21-31 December 2017; and

2.2 £25,732.25 for the period 21 April 2021 – 29 April 2026.

Our understanding is that the tax is calculated according to the dates of entitlement and not the dates payment is made.

3. The total for the first period (21-31 December 2017) was agreed. The total for the second period was agreed and was calculated as follows:

Period	Proportion of year	Actual salary	Modified grade	Modified salary	Annual increase	Loss for the period
21.4.21-31.3.22	0.9444444444	£29,588.16	KR10	£34,351.00		£4,498.24
1.4.22-31.3.23	1	£30,333.00	KR10	£35,215.74	2.5173580%	£4,882.74
1.4.23-31.03.24	1	£32,333.00	KR10	£37,537.68	6.5934790%	£5,204.68
1.4.24-31.3.25	1	£32,769.00	KR10	£38,043.86	1.3484680%	£5,274.86
1.4.25-31.3.26	1	£33,752.00	KSH	£39,185.10	2.9997860%	£5,433.10
1.4.26-29.4.26	0.0777777778	£35,035.00	KSH	£40,674.62	3.8012560%	£438.64
					Total	£25732.25

4. The respondent is also ordered to pay interest on the above sums calculated as follows (subject to tax and national insurance only if appropriate):

4.1 £139.08 for the 2017 period (8% of £207.95 over the entire 8.36 years since the loss accrued);

4.2 £5,169.32 for the second period (8% of £25,732.25 over the 2.51 years since 25 October 2023 – the midpoint of the period of loss (as calculated by the respondent and agreed by the claimant).

5. The respondent is ordered to pay damages of £5,849.78 for the loss of pension that would have been accrued in accordance with her contract up to 13 January

- 2025 if the claimant had been paid the above sums at the relevant time (subject to tax and national insurance but only if appropriate). The claimant opted out of the pension after 13 January 2025.
6. The pension sum was calculated by the respondent and agreed by the claimant. It is 2.04 % of the loss of pay up to 13 January 2025 (£18,717.64) x an adjusted multiplier of 15.32.
 7. The total to be paid by the respondent to the claimant is **£37,098.38**.

Approved by
Employment Judge Corrigan

29th April 2026

Sent to the parties on
1st May 2026

For the Tribunal Office

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