



EMPLOYMENT TRIBUNALS

Claimant: Ms Khadra Ahmed
Respondent: Network Rail Infrastructure Limited
Heard at: by CVP from the Bristol Employment Tribunal
On: 1 May 2026
Before: Employment Judge Woodhead (sitting alone)

Appearances

For the Claimant: Representing herself

For the Respondent: Ms S Chan (Counsel)

JUDGMENT

1. **The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages.**
2. **The respondent shall pay the claimant £1,576.31, which is the gross sum deducted.** The claimant is responsible for the payment of any tax or National Insurance. This sum is comprised of amounts which the parties agreed would be due to the Claimant if there was a finding that the Claimant was entitled to a pay increase to salary band B3 on the first anniversary of the start of her employment (17 June 2023) being:
 - a. £1,000.83 in respect deductions made from her salary when the Respondent decided that she had erroneously been moved to B3 on the pay scale.
 - b. £70.88 for the period 16 June 2023 – 8 February 2024 because the Claimant was entitled to move to B3 on the payscale on 17 June 2023 but the Respondent erroneously increased her salary to £37,250 rather than £37,362 (this was in turn because of an erroneous grade code change);

- c. £504.60 because the Claimant was moved back down to the lower B2 pay rate on 15 March 2024 and therefore suffered unlawful deductions from her wages between that date and 31 May 2024 (the date on which she achieved promotion to a higher paid Asset Engineer role.)

3. There is no assertion of financial loss attributable to the unauthorised deduction.

Employment Judge Woodhead

Date: 1 May 2026

Sent to the parties on

2 June 2026

Jade Lobb

For the Tribunals Office

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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. If written summary reasons are requested, the Tribunal may, if it considers it appropriate to do so, provide written full reasons. If written full reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written full reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/