

## **Holiday Back Payments**

Payments have been made in October and/or November 2021 salaries to staff who are due backpay for holiday pay. This payment has been made to address an inconsistency where variable pay elements such as additional hours, standby, sleep in payments, etc had not been included in the calculation of holiday pay.

The Working Time Regulations state that a worker is entitled to be paid for any period of annual leave at the rate of a 'week's pay' in respect of any each week of leave. The definition of a week's pay should include temporary additional hours worked or where temporary allowances apply. These additional payments should also be paid to the employee while they are on holiday and applies to 28 days leave guaranteed under EU Law.

The 8.3% has been calculated through the national body COSLA on behalf of local authorities to reflect the requirements of the WT Regs ie 28 days annual leave and the difference in what you did receive (contractual hours) and what you should have received (including additional hours or pay variables) for your paid holiday. The agreed time period for holiday backpay to address this and calculating any payment due is from 1<sup>st</sup> June 2016 to 31 May 2018 as agreed with the trade unions.

If you have any queries regarding holiday pay payments, you should email HR using this address: [hr@highland.gov.uk](mailto:hr@highland.gov.uk)