

Below are worked examples designed to provide some guidance on how the arrears are calculated.

The amount you are entitled to will depend on the start date, grade and spinal point applicable to you in each of the years affected - 2021/22, 2022/23 and 2023/24.

Please be aware if your start date is mid-month, the amount of pay will be less in the first payment.

HC01 Example – employee who started in mid-month – August 2022

Contracted hours from 15/08/22 – 15.75 hours over 44 weeks		
OLD RATE 2022/23	NEW RATE 2022/23	Amount of backpay due per month
$\text{£}10.85 \times 15.75 \times 44/12 = \text{£}626.59$ per month	$\text{£}10.98 \times 15.75 \times 44/12 = \text{£}634.09$ per month	$\text{£}634.09 - \text{£}626.59 = \text{£}7.50$

Spinal Column Points

01/04/22-31/03/23 – HC01 SCP4 old spinal point would now be spinal point SCP7

01/04/23-30/04/23 – HC01 SCP4 old spinal point would now be spinal point SCP7

Backpay Info

1020	2022	01	0.0000	0.0000	303.19	306.82	3.63
1020	2022	02	0.0000	0.0000	626.59	634.09	7.50
1020	2022	03	0.0000	0.0000	626.59	634.09	7.50
1020	2022	04	0.0000	0.0000	626.59	634.09	7.50
1020	2022	05	0.0000	0.0000	626.59	634.09	7.50
1020	2022	06	0.0000	0.0000	626.59	634.09	7.50
1020	2022	07	0.0000	0.0000	626.59	634.09	7.50
1020	2022	08	0.0000	0.0000	626.59	634.09	7.50
1020	2022	09	0.0000	0.0000	626.59	634.09	7.50
1020	2022	10	0.0000	0.0000	626.59	634.09	7.50
1020	2022	11	0.0000	0.0000	626.59	634.09	7.50
1020	2022	12	0.0000	0.0000	626.59	634.09	7.50

HC02 Example - employee who started and paid mid-month (15th August 2022)

Contracted hours from 15/08/22 – 22.5 hours over 44 weeks		
<p>OLD RATE 2022/23</p> <p>$\text{£}10.85 \times 22.5 \times 44/12 = \text{£}895.12$ per month</p>	<p>NEW RATE 2022/23</p> <p>$\text{£}11.11 \times 22.5 \times 44 / 12 = \text{£}916.57$ per month</p>	<p>Amount of backpay due to 15th March 2023</p> <p>$\text{£}916.57 - \text{£}895.12 = \text{£}21.45$</p>
<p>OLD RATE 2022/23</p> <p>16th March to 31st March 2023 $\text{£}10.85$ per hour $\text{£}895.12 / 31 \times 16 = \text{£}462.00$</p>	<p>NEW RATE 2022/23</p> <p>16th March to 31st March 2023 $\text{£}916.57 / 31 \times 16 = \text{£}473.07$</p>	<p>Amount of backpay due 16th March to 31st March 2023</p> <p>$\text{£}473.07 - \text{£}462.00 = \text{£}11.07^*$</p>
<p>OLD RATE 2023/24</p> <p>1st to 15th April 2023 $\text{£}10.90$ per hour $\text{£}899.25 / 31 \times 15 = \text{£}435.12$</p>	<p>NEW RATE 2023/24</p> <p>1st to 15th April 2023 $\text{£}928.12 / 31 \times 15 = \text{£}449.09$</p>	<p>Amount of backpay due 1st to 15th April 2023</p> <p>$\text{£}449.09 - \text{£}435.12 = \text{£}13.97^*$ (*$\text{£}11.07 + \text{£}13.97 = \text{£}25.04$)</p>

Spinal Column Points

15/08/22-31/03/23 – HC02 SCP5 old spinal point would now be spinal point SCP8

01/04/23-30/04/23 – HC02 SCP6 old spinal point would now be spinal point SCP9

Backpay Info

1020	2022	05	0.0000	0.0000	28.87	29.57	0.70
1020	2022	06	0.0000	0.0000	895.12	916.57	21.45
1020	2022	07	0.0000	0.0000	895.12	916.57	21.45
1020	2022	08	0.0000	0.0000	895.12	916.57	21.45
1020	2022	09	0.0000	0.0000	895.12	916.57	21.45
1020	2022	10	0.0000	0.0000	895.12	916.57	21.45
1020	2022	11	0.0000	0.0000	895.12	916.57	21.45
1020	2022	12	0.0000	0.0000	895.12	916.57	21.45
1020	2023	01	0.0000	0.0000	897.12	922.16	25.04
1020	2023	02	0.0000	0.0000	897.12	922.16	25.04

HC03 Example – employee who started on 31st May 2021

Contracted hours - 35 hours over 52 weeks (Payroll 32)		
<p>OLD RATE 2021/22</p> <p>35hrs x 52wks x £9.78 / 12 = £1483.30 per month</p>	<p>NEW RATE 2021/22</p> <p>35hrs x 52wks x £10.34 / 12 = £1568.23 per month</p>	<p>Amount of backpay due per month</p> <p>£1568.23 - £1483.30 = £84.93</p>
<p>OLD RATE 2022/23</p> <p>35hrs x 52wks x £10.98 / 12 = £1665.30 per month</p>	<p>NEW RATE 2022/23</p> <p>35hrs x 52wks x £11.55 / 12 = £1751.75 per month</p>	<p>Amount of backpay due per month</p> <p>£1751.75 - £1665.30 = £86.45</p>
<p>OLD RATE 2023/24</p> <p>1st to 30th April 2023</p> <p>35hrs x 52wks x £11.25 / 12 = £1706.25 per month</p>	<p>NEW RATE 2023/24</p> <p>1st to 30th April 2023</p> <p>35hrs x 52wks x £11.70 / 12 = £1774.50 per month</p>	<p>Amount of backpay due for April 2023</p> <p>£1774.50 - £1706.25 = £68.25</p>

Spinal Column Points

01/04/21-31/03/22 – HC03 SCP9 old spinal point would now be spinal point SCP10

01/04/22-31/03/23 – HC03 SP10 old spinal point would now be spinal point SCP11

01/04/23-31/03/24 – HC03 SP11 old spinal point would now be spinal point SCP12

Backpay Info

1020	2021	05	0.0000	0.0000	1483.30	1568.23	84.93
1020	2021	06	0.0000	0.0000	1483.30	1568.23	84.93
1020	2021	07	0.0000	0.0000	1483.30	1568.23	84.93
1020	2021	08	0.0000	0.0000	1483.30	1568.23	84.93
1020	2021	09	0.0000	0.0000	1483.30	1568.23	84.93
1020	2021	10	0.0000	0.0000	1483.30	1568.23	84.93
1020	2021	11	0.0000	0.0000	1483.30	1568.23	84.93
1020	2021	12	0.0000	0.0000	1483.30	1568.23	84.93
1020	2022	01	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	02	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	03	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	04	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	05	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	06	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	07	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	08	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	09	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	10	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	11	0.0000	0.0000	1665.30	1751.75	86.45
1020	2022	12	0.0000	0.0000	1665.30	1751.75	86.45