



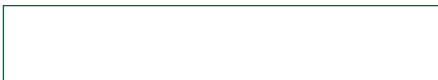
NATIONAL AMBULANCE STRATEGIC PARTNERSHIP FORUM JOINT STATEMENT ON OVERTIME AND HOLIDAY PAY

Since the implementation of the corrective holiday pay arrangements, Ambulance Employers have been working closely with our joint Trade Unions through the NASPF to discuss how we are going to ensure that overtime and additional basic pay are included in holiday pay calculations moving forward.

This issue arises from a range of case law which has developed about how pay should be calculated during periods of annual leave. These led to the national framework agreement and the corrective payments that some staff have recently received.

However, we also needed to agree how we were going to include overtime and additional basic pay into holiday pay moving forward and this statement sets out the interim agreement which has been reached between the ambulance employers and the trade unions.

A copy of the full agreement can be found



but the agreement is summarised below and there are a number of frequently asked questions which are attached.

Summary of the agreement

Following the national agreement reached in the NHS Staff Council on overtime payments and pay during annual leave there are plans to make changes to the average pay module in ESR. Once these changes are made all ambulance employers will move to using average pay to calculate holiday pay. However, we do not expect this to take place until April 2022 at the earliest, so an interim arrangement has been agreed. More information will be provided about average pay prior to any transition to this method of payment.

In the interim, staff will have a multiplier of 13% applied to any payments for overtime and additional basic pay. This will be paid each time overtime and additional basic pay is worked and compensates for overtime not being paid during periods of annual leave.

The interim arrangements commence from 1st April 2021. Ambulance Trusts are aiming to implement these changes prior to Christmas. Payments will be backdated to 1st April and will then be paid monthly moving forward until the move to average pay.

The exception to this arrangement is section 2 staff who are already paid via the average pay module in ESR. Since 1st July 2021 overtime and additional basic pay has been included in these calculations. This means that each time an individual takes annual leave the

system will look back at overtime and additional basic pay earned over the last 52 weeks and will calculate and pay an average. It is not therefore necessary to apply the multiplier.

Overtime and additional basic pay was only included in holiday pay calculations for section 2 staff from 1st July, so the 13% multiplier outlined above will be used to calculate back pay between 1st April and 1st July for section 2 staff.

Implementation

Each Trust will now be working hard on the implementation arrangements for the agreement. Local Trust communications will follow over the coming weeks to confirm these implementation arrangements.

Please wait for these communications for information on when and how payments will be made in your own Trust.

In the meantime the attached FAQs should help to answer any questions you may have about the agreement.

