**Overtime and Pay for Annual Leave**

The Welsh Partnership Forum previously agreed a framework to enable Health Boards and NHS Trusts in Wales to correctly interpret the calculation of annual leave pay. A corrective payment based on applying a 13% multiplier to overtime paid during the period 1 October 2018 – 31 March 2021 was paid to staff in their August pay.

Due to ongoing complexities with delivering a technical solution within ESR to enable the application of ongoing payments i.e., from 1 April 2021. Employers and trade union partners discussed the specific arrangements for making the ongoing payments from 1 April 2021 and agreed that further lump sum payments will be made during the 2021/22 and 2022/23 financial years to ensure payments can be made on an ongoing basis. The first payment covered the period from April 2021 – September 2021 and was paid in November 2021; the second will cover the period October 2021 – March 2022 and will be paid in May 2022; a final payment will cover the period April 2022 – June 2022 and will be paid in July 2022.

The payments will use the 13% multiplier which will be applied to any overtime that was paid during the periods.

Employers and trade union partners have continued to discuss the ongoing arrangements and work with colleagues in NWSSP/payroll/ESR to ensure that a technical solution can be put in place at the earliest opportunity. Agreement has now been reached and a technical solution identified and from 1 July 2022, payments will be made monthly based on the following multipliers (depending on annual leave entitlement) and will be applied to any overtime paid:-

34 days leave - 15.04%

30 days leave – 13.04%

28 days leave - 12.07%

June 2022