

## Pay Award 2024 Worked Examples

These fictitious worked examples are designed to provide some guidance on how the arrears are calculated. The arrears you are entitled to is dependent on which category of the award is applicable to you.

Calculations are based on gross salary figures.

### **P32 WORKED EXAMPLES**

#### **HC01 on SP07 - due an increase of 67p per hour**

##### **35 hours per week (full time) 52 weeks per year**

$$£0.67 \times 35 \times 52 = £1219.40 / 12 = £101.62$$

$$\text{Due arrears for April – October} = £101.62 \times 7 = £711.34$$

Pay Element	Tax Year	Tax Period	Old Rate	New Rate	Old Amount	New Amount	Backpay Calculated
1020	2024	01	0.0000	0.0000	1823.03	1924.65	101.62
1020	2024	02	0.0000	0.0000	1823.03	1924.65	101.62
1020	2024	03	0.0000	0.0000	1823.03	1924.65	101.62
1020	2024	04	0.0000	0.0000	1823.03	1924.65	101.62
1020	2024	05	0.0000	0.0000	1823.03	1924.65	101.62
1020	2024	06	0.0000	0.0000	1823.03	1924.65	101.62
1020	2024	07	0.0000	0.0000	1823.03	1924.65	101.62

#### **Employee on HC03 on SP13 - due an increase of 67p per hour**

##### **18 hours per week (part time) 47.16 weeks per year**

$$£0.67 \times 18 \times 47.16 = £568.75 / 12 = £47.40$$

$$\text{Arrears due for April – October} = £47.40 \times 7 = £331.80$$

Pay Element	Tax Year	Tax Period	Old Rate	New Rate	Old Amount	New Amount	Backpay Calculated
1020	2024	01	0.0000	0.0000	906.18	953.58	47.40
1020	2024	02	0.0000	0.0000	906.18	953.58	47.40
1020	2024	03	0.0000	0.0000	906.18	953.58	47.40
1020	2024	04	0.0000	0.0000	906.18	953.58	47.40
1020	2024	05	0.0000	0.0000	906.18	953.58	47.40
1020	2024	06	0.0000	0.0000	906.18	953.58	47.40
1020	2024	07	0.0000	0.0000	906.18	953.58	47.40

#### **Employee on HC07 – SP33 - due an increase of 3.6% per hour**

##### **37 hours per week (full time) paid over 52 weeks per year**

$$£20.18 \times 3.6\% = £0.73 \times 37 \times 52 = £1404.52 / 12 = £117.04$$

$$\text{Arrears due for April - October: } £117.04 \times 7 = £819.28$$

Pay Element	Tax Year	Tax Period	Old Rate	New Rate	Old Amount	New Amount	Backpay Calculated
1020	2024	01	0.0000	0.0000	3235.53	3352.57	117.04
1020	2024	02	0.0000	0.0000	3235.53	3352.57	117.04
1020	2024	03	0.0000	0.0000	3235.53	3352.57	117.04
1020	2024	04	0.0000	0.0000	3235.53	3352.57	117.04
1020	2024	05	0.0000	0.0000	3235.53	3352.57	117.04
1020	2024	06	0.0000	0.0000	3235.53	3352.57	117.04
1020	2024	07	0.0000	0.0000	3235.53	3352.57	117.04

**Employee on HC12 – SP53 - due an increase of 3.6% per hour**

**35 hours per week (full time) 52 weeks per year**

$£35.15 \times 3.6\% = £1.27 \times 35 \times 52 = £2311.40 / 12 = £192.62$

Arrears due for April - October =  $£192.62 \times 7 = £1348.34$

Pay Element	Tax Year	Tax Period	Old Rate	New Rate	Old Amount	New Amount	Backpay Calculated
1020	2024	01	0.0000	0.0000	5331.08	5523.70	192.62
1020	2024	02	0.0000	0.0000	5331.08	5523.70	192.62
1020	2024	03	0.0000	0.0000	5331.08	5523.70	192.62
1020	2024	04	0.0000	0.0000	5331.08	5523.70	192.62
1020	2024	05	0.0000	0.0000	5331.08	5523.70	192.62
1020	2024	06	0.0000	0.0000	5331.08	5523.70	192.62
1020	2024	07	0.0000	0.0000	5331.08	5523.70	192.62

**PAY 53 WORKED EXAMPLES**

**HC01 PT07**

**Employee works 18.75 hours per week over 45 weeks per year. Due an increase of 67p per hour.**

$£0.67 \times 18.75 \times 45 = £565.31 / 12 = £47.11$

Arrears due for April:  $£47.11 / 31 \times 15 = £22.79$

Arrears due for May-October:  $£47.11 \times 6 = £282.66$

Total Due:  $£305.45$

1020	2024	01	0.0000	0.0000	408.95	431.74	22.79
1020	2024	02	0.0000	0.0000	845.16	892.27	47.11
1020	2024	03	0.0000	0.0000	845.16	892.27	47.11
1020	2024	04	0.0000	0.0000	845.16	892.27	47.11
1020	2024	05	0.0000	0.0000	845.16	892.27	47.11
1020	2024	06	0.0000	0.0000	845.16	892.27	47.11
1020	2024	07	0.0000	0.0000	845.16	892.27	47.11

**Employee on HC05, 37 hours per week (full time) over 52 weeks per year. Due an increase of 67p per hour**

$£0.67 \times 37 \times 52 / 12 = £107.43$

Arrears due for April:  $£107.43 / 31 \times 15 = £51.99$

Arrears due for May-October:  $£107.43 \times 6 = £644.58$

Total Due:  $£696.57$

1020	2024	01	0.0000	0.0000	2550.90	2602.89	51.99
1020	2024	02	0.0000	0.0000	2550.90	2658.33	107.43
1020	2024	03	0.0000	0.0000	2550.90	2658.33	107.43
1020	2024	04	0.0000	0.0000	2550.90	2658.33	107.43
1020	2024	05	0.0000	0.0000	2550.90	2658.33	107.43
1020	2024	06	0.0000	0.0000	2550.90	2658.33	107.43
1020	2024	07	0.0000	0.0000	2550.90	2658.33	107.43

**Employee on HC07, 35 hours per week (full time) paid over 52 weeks per year is due 3.6% extra per hour.**

$£20.18 \times 3.6\% = £0.73 \times 35 \times 52 = £1328.60 / 12 = £110.72$

Arrears Due for April =  $£110.72 / 31 \times 15 = £53.57$

Arrears due for May-October:  $£110.72 \times 6 = £664.32$

Total Due:  $£717.89$

1020	2024	01	0.0000	0.0000	1480.95	1534.52	53.57
1020	2024	02	0.0000	0.0000	3060.63	3171.35	110.72
1020	2024	03	0.0000	0.0000	3060.63	3171.35	110.72
1020	2024	04	0.0000	0.0000	3060.63	3171.35	110.72
1020	2024	05	0.0000	0.0000	3060.63	3171.35	110.72
1020	2024	06	0.0000	0.0000	3060.63	3171.35	110.72
1020	2024	07	0.0000	0.0000	3060.63	3171.35	110.72