

# HOLIDAY PAY TOOLKIT

£995 + VAT

This toolkit provides advice about holiday entitlement and holiday pay following the Supreme Court decision in Harpur Trust v Brazel and Unison relating to holiday accrual and pay for part-year and irregular hours/zero-hours employees.

On 20 July 2022, the Supreme Court published its decision in Harpur Trust v Brazel and Unison which made clear that employers can no longer legally calculate holiday based on 12.07% of hours worked over a year for those employed on part-year and irregular hours permanent contracts of employment (i.e. those that work a proportion of the number of weeks in the year).



The toolkit sets out the current legal position and highlights the issues and potential solutions for employers to think about. It includes the following sections:

1. Introduction
2. Background legal principles
  - a. Holiday leave entitlement
  - b. Holiday pay
  - c. The 12.07% method of calculation
  - d. Rolled up holiday pay
3. The Harpur Trust v Brazel and Unison decision
4. Key principles from the decision
5. The impact of the decision (with worked examples)
  - a. Category 1 – Full-time employees whose pay does not vary and who work throughout the year
  - b. Category 2 – Part-time employees whose pay does not vary and who work throughout the year
  - c. Category 3 – Employees whose pay does not vary and who work only part of the year
  - d. Category 4 – Permanent employees with no fixed working hours (e.g. permanent part-year or zero-hours employees)
  - e. Category 5 – Casual/Bank workers who have specific assignments only contracts
6. Practical solutions and options for permanent part-year/zero-hours employees
7. Next steps for employers
8. Historic liability

## FOR MORE INFORMATION

If you have already purchased the toolkit following the Court of Appeal judgment and now have further questions, please give us a call before purchasing the toolkit again.