UKHSA Pay and Reward Working Group
Via email
13 September 2024
Dear Pay and Reward Working Group members,
RE: Agenda for Change Enhanced Holiday Pay
Firstly, I would like to apologise on behalf of the team for the delay in getting back to you on this issue.
Contributions from external stakeholders took longer than expected to compile.
The team initially said you would be written to twice ʹ once with data about the impact of current AFC
vs current UKHSA Enhanced Holiday Pay criteria; and again separately setting out our revised back
payment offer for your consideration.
'ŝǀĞŶƚŚĞƚŝŵĞƐĐĂůĞƐ͕ǁĞ͛ƌĞŶŽǁĐŽŵďŝŶŝŶŐďŽƚŚŝŶƚŽŽne communication͘&ŝƌƐƚůǇ͕ǁĞ͛ǀĞĂƚƚĂĐŚĞĚ
details of the regularity criteria to the email accompanying this letter, and set out which information can
be shared with your members. Please feel free to get in touch if you would like any data points to be
explained or developed prior to takinŐĂĚĞĐŝƐŝŽŶŽŶh,<^͛ƐŽĨĨĞƌ͘
,ĂǀŝŶŐĐŽŶƐŝĚĞƌĞĚƚŚĞƉŽŝŶƚƐǇŽƵ͛ǀĞŵĂĚĞĚƵƌŝŶŐƚŚĞĐŽƵƌƐĞŽĨŽƵƌŶĞŐŽƚŝĂƚŝŽŶƐ͕h<,^͛Ɛ revised offer
is as follows: x h<,^ƉƌŽƉŽƐĞƐƚŽŵĂŬĞĂƉĂǇŵĞŶƚƚŽĐƵƌƌĞŶƚh<,^ŵĞŵďĞƌƐŽĨƐƚĂīŽŶŐĞŶĚĂĨŽƌŚĂŶŐĞ
ƚĞƌŵƐĂŶĚĐŽŶĚŝƟŽŶƐ͕ĐŽǀĞƌŝŶŐǁŽƌŬƵŶĚĞƌƚĂŬĞŶŽŶ&ƚĞƌŵƐƉƌŝŽƌƚŽϮϬϮϭ͕ǁŝƚŚŝŶƚŚĞ
ŽƌƌĞĐƟǀĞWĂǇŵĞŶƚƉĞƌŝŽĚŽĨƚŚĞE,^&ƌĂŵĞǁŽƌŬŐƌĞĞŵĞŶƚ;ŝ͘Ğ͘ϬϭƉƌŝůϮϬϭϵƚŽϯϭĞĐĞŵďĞƌ
ϮϬϮϬͿ͖ x tĞŚĂǀĞĐŽŶĮƌŵĞĚƚŚĞŶĞĞĚƚŽďĞĐŽŶƐŝƐƚĞŶƚǁŝƚŚƚŚĞďƌŽĂĚĞƌŚĞĂůƚŚĨĂŵŝůǇ͖ŝ͘Ğ͘ŶŽƚĞǆĐĞĞĚŝŶŐƚŚĞE,^&ƌĂŵĞǁŽƌŬŐƌĞĞŵĞŶƚ͕ƵŶĚĞƌǁŚŝĐŚƚŚĞŽƌƌĞĐƟǀĞWĂǇĶ堖㑠๐捐뺿䦠ᖠĮƌŵ먀ϮϬϭϵƚŽϯϭŶĚĞƌǁŚŝĐŚƚŒ٥ƚŚĞŽ䀀Śő쀀うش怀ꀀή敮ⵕ匀ŽŶƐϐϵƚŽϯϭ:鼁쀀

x ,ŽǁĞǀĞƌ͕ĂƚǇŽƵƌƌĞƋƵĞƐƚǁĞĂƌĞĂďůĞƚŽĂƉƉůǇƚŚĞϮϬϭϵͲϮϬϮϭE,^&ƌĂŵĞǁŽƌŬŐƌĞĞŵĞŶƚ
ƌĞŐƵůĂƌŝƚǇĐƌŝƚĞƌŝĂƚŽƚŚĞƉƌĞͲϮϬϮϭƉĂǇŵĞŶƚ;ĂƉĂǇŵĞŶƚŽĨϭϲƉĞƌĐĞŶƚŽĨƚŚĞƚŽƚĂůƉĂǇĨŽƌ
ŽǀĞƌƟŵĞŝĨƚŚŝƐǁĂƐǁŽƌŬĞĚŝŶϰŽƵƚŽĨĞǀĞƌǇϭϮŵŽŶƚŚƐĨŽƌƚŚĞϭƉƌŝůϮϬϭϵͲϯϭĞĐĞŵďĞƌϮϬϮϬ
ƉĞƌŝŽĚͿ͖ x dŽĂǀŽŝĚĂĚǀĞƌƐĞŝŶƚĞƌĂĐƟŽŶǁŝƚŚƚŚŝƐǇĞĂƌ͛ƐŐĞŶĚĂĨŽƌŚĂŶŐĞƉĂǇĂǁĂƌĚƐ͕ǁĞǁŽƵůĚůŝŬĞƚŽ
ŵĂŬĞƉĂǇŵĞŶƚƐŝŶĞĐĞŵďĞƌƉĂǇƌŽůů͕ĂŶĚǁŽƵůĚĐŽŶƐŝĚĞƌƚŚĞŝƐƐƵĞƚŽďĞƌĞƐŽůǀĞĚŝŶĨƵůů͘ x dŽĂůŝŐŶǁŝƚŚƚŚĞE,^&ƌĂŵĞǁŽƌŬŐƌĞĞŵĞŶƚ͕ƵŶĚĞƌǁŚŝĐŚŽŶůǇŵĞŵďĞƌƐŽĨƐƚĂīǁŚŽǁĞƌĞŝŶ
ƉŽƐƚŽŶϯϭDĂƌĐŚϮϬϮϭǁĞƌĞĞůŝŐŝďůĞĨŽƌĂƉĂǇŵĞŶƚ͕ǁĞǁŝůůŶŽƚŵĂŬĞƉĂǇŵĞŶƚƐƚŽĂŶǇ
ŝŶĚŝǀŝĚƵĂůƐǁŚŽŚĂĚůĞŌh<,^ŽƌƉƌĞĚĞĐĞƐƐŽƌŽƌŐĂŶŝƐĂƟŽŶƐďĞĨŽƌĞƚŚŝƐĚĂƚĞ͘/ĨĂŶǇůĞĂǀĞƌƐ
ƐŝŶĐĞϯϭDĂƌĐŚϮϬϮϭĐŽŶƚĂĐƚh<,^͕ǁĞǁŝůůďĞĂďůĞƚŽŵĂŬĞƉĂǇŵĞŶƚƐƚŽƚŚĞŵ͘
We would be grateful if you could give an indication of how you will make a decision on this offer
(balloting members, etc), and likely timescales for a decision.
Yours sincerely,
Adam Hardisty Deputy Director, People Strategy
Adam.Hardisty@UKHSA.gov.uk