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## Holiday Pay Adjustment – Joint Statement

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February 2021

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Over the last year Alstom and TSSA have been working together to agree and implement a Holiday Pay Adjustment payment for all SS&I staff that takes account of recent clarifications in the law.

We are pleased to inform you that a Holiday Pay Adjustment payment will be introduced for all employees within the SS&I business who have accrued overtime, with the first payment being this month (February 2021) for the financial year 2019/2020, followed by another payment in May 2021 for the financial year 2020/2021. The Holiday Pay Adjustment payment will then be paid annually each May following the conclusion of each financial year.

The Holiday Pay Adjustment payment is calculated by calculating the sum of all overtime payments made in the relevant financial year. That is then used to calculate your average pay per day including that overtime. The difference between that and the daily basic rate of pay is then calculated and then paid for each of the first 20 days of annual leave taken in that year.



**Dan Ridler**  
Senior HR Business Partner



**Steve Coe**  
TSSA Organising Director (North, Wales and West)