

How we calculate holiday accrual

Queries and submissions to: holidays@escaperecruitment.com



First we look at how many weeks are actually worked in the year:



Then we show the number of holiday weeks as a % of actual weeks worked:

We do this because temporary workers do not accumulate holiday accrual during the 5.6 weeks they are on holiday. Therefore we cannot calculate the % over 52 weeks.



We then use this figure to calculate holiday accrual:

An example: You are contracted to work 37.5hrs per week (7.5hrs per day). Your basic hourly rate is £10ph. Each week your basic pay is £375. Therefore for each full week worked upi will accrue (12.07% of £375) in holiday pay. This is equal to £45.27

So, if you worked a full year this would be your full holiday accrual:



To cross check this, here's the calculation for 28 days of holiday, based on 7.5hrs per day at £10ph. This will exactly match the holiday accrual from the calculation above.

Therefore by using the 12.07% we can ensure you gain the correct amount of holiday accrual.



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