

**SCOTTISH NEW STARTERS READY RECKONER FOR THE HOLIDAY YEAR COMMENCING 1 FEBRUARY 2019**

A		B	C	D	E	F	G								
Operatives starting employment		Welplan 2019 credit purchase week no.	2019 WTR holiday entitlement accrues from	2019 WTR accrued holiday entitlement	No of 2019 Welplan holiday credits purchased	No of 2019 Nat. Agr. holidays funded by Welplan	Holiday Periods - 2019								
from	to						Spring 5 days, 9 credits	May Day 1 day, 2 credits	Summer Week 1 7 days, 11 credits	Summer Week 2 6 days, 10 credits	Autumn 2 days, 4 credits	Winter 10 days, 17 credits			
Welplan holiday credit purchases begin for the holiday year commencing 1-Feb-19 →		1-Oct-18	1-Oct-18	1	1-Feb-19	28	53	31	5	1	7	6	2	7	3
		2-Oct-18	8-Oct-18	2	1-Feb-19	28	52	30	4	1	7	6	2	8	2
		9-Oct-18	15-Oct-18	3	1-Feb-19	28	51	29.5	3.5	1	7	6	2	8.5	1.5
		16-Oct-18	22-Oct-18	4	1-Feb-19	28	50	29	3	1	7	6	2	9	1
		23-Oct-18	29-Oct-18	5	1-Feb-19	28	49	28.5	2.5	1	7	6	2	9.5	0.5
		30-Oct-18	1-Nov-18	6	1-Feb-19	28	48	28	2	1	7	6	2		10
		2-Nov-17	5-Nov-18	6	1-Feb-19	28	48	28	2	1	7	6	2		10
		6-Nov-18	12-Nov-18	7	1-Feb-19	28	47	27	1	1	7	6	2		10
		13-Nov-18	19-Nov-18	8	1-Feb-19	28	46	26.5	1.5	0.5	7	6	2		10
		20-Nov-18	26-Nov-18	9	1-Feb-19	28	45	26	2	1	7	6	2		10
		27-Nov-18	1-Dec-18	10	1-Feb-19	28	44	25.5	2	0.5	0.5	7	6	2	10
		2-Dec-18	3-Dec-18	10	1-Feb-19	28	44	25.5	2	0.5	0.5	7	6	2	10
		4-Dec-18	10-Dec-18	11	1-Feb-19	28	43	25	2	1	7	6	2		10
		11-Dec-18	17-Dec-18	12	1-Feb-19	28	42	24.5	2	1	0.5	6.5	6	2	10
		18-Dec-18	24-Dec-18	13	1-Feb-19	28	41	23.5	2	1	1.5	5.5	6	2	10
		25-Dec-18	31-Dec-18	14	1-Feb-19	28	40	23	2	1	2	5	6	2	10
		1-Jan-19	1-Jan-19	15	1-Feb-19	28	39	22.5	2	1	2.5	4.5	6	2	10
		2-Jan-19	7-Jan-19	16	1-Feb-19	28	39	22.5	2	1	2.5	4.5	6	2	10
		8-Jan-19	14-Jan-19	17	1-Feb-19	28	38	22	2	1	3	4	6	2	10
		15-Jan-19	21-Jan-19	18	1-Feb-19	28	37	21.5	2	1	3.5	3.5	6	2	10
		22-Jan-19	28-Jan-19	19	1-Feb-19	28	36	21	2	1	4	3	6	2	10
		29-Jan-19	1-Feb-19	19	1-Feb-19	28	35	20	2	1	5	2	6	2	10
		2-Feb-19	4-Feb-19	20	1-Mar-19	25.67	35	20		0.67	5	2	6	2	10
		5-Feb-19	11-Feb-19	21	1-Mar-19	25.67	34	19.5		0.67	5.5	1.5	6	2	10
		12-Feb-19	18-Feb-19	22	1-Mar-19	25.67	33	19		0.67	6	1	6	2	10
		19-Feb-19	25-Feb-19	23	1-Mar-19	25.67	32	18.5		0.67	6.5	0.5	6	2	10
		26-Feb-19	1-Mar-19	23	1-Mar-19	25.67	31	18		0.67	7		6	2	10
		2-Mar-19	4-Mar-19	24	1-Apr-19	23.33	31	18			5.33	6	2		10
		5-Mar-19	11-Mar-19	25	1-Apr-19	23.33	30	17.5			5.33	0.5	5.5	2	10
		12-Mar-19	18-Mar-19	26	1-Apr-19	23.33	29	17			5.33	1	5	2	10
		19-Mar-19	25-Mar-19	27	1-Apr-19	23.33	28	16			5.33	2	4	2	10
		26-Mar-19	1-Apr-19	27	1-Apr-19	23.33	27	15.5			5.33	2.5	3.5	2	10
		2-Apr-19	8-Apr-19	28	1-May-19	21	26	15			3	3	3	2	10
		9-Apr-19	15-Apr-19	29	1-May-19	21	25	14.5			3	3.5	2.5	2	10
		16-Apr-19	22-Apr-19	30	1-May-19	21	24	14			3	4	2	2	10
		23-Apr-19	29-Apr-19	31	1-May-19	21	23	13			3	5	1	2	10
		30-Apr-19	1-May-19	32	1-May-19	21	22	12.5			3	5.5	0.5	2	10
		2-May-19	6-May-19	32	1-Jun-19	18.67	22	12.5			0.67	5.5	0.5	2	10
		7-May-19	13-May-19	33	1-Jun-19	18.67	21	12			0.67	6		2	10
		14-May-19	20-May-19	34	1-Jun-19	18.67	20	11.5			0.67	6	0.5	1.5	10
		21-May-19	27-May-19	35	1-Jun-19	18.67	19	11			0.67	6	1	1	10
		28-May-19	1-Jun-19	36	1-Jun-19	18.67	18	10.5			0.67	6	1.5	0.5	10

Holiday year commences 1-Feb-19 →

A		B	C	D	E	F	G						
Operatives starting employment  <i>from</i> <i>to</i>		Welplan 2019 credit purchase week no.	2019 WTR holiday entitlement accrues from	2019 WTR accrued holiday entitlement	No of 2019 Welplan holiday credits purchased	No of 2019 Nat. Agr. holidays funded by Welplan	Holiday Periods - 2019						
							Spring 5 days, 9 credits	May Day 1 day, 2 credits	Summer Week 1 7 days, 11 credits	Summer Week 2 6 days, 10 credits	Autumn 2 days, 4 credits	Winter 10 days, 17 credits	
2-Jun-19	3-Jun-19	36	1-Jul-19	16.33	18	10.5				4.33	1.5	0.5	10
4-Jun-19	10-Jun-19	37	1-Jul-19	16.33	17	9.5				4.33	2		0.5 9.5
11-Jun-19	17-Jun-19	38	1-Jul-19	16.33	16	9				4.33	2		1 9
18-Jun-19	24-Jun-19	39	1-Jul-19	16.33	15	8.5				4.33	2		1.5 8.5
25-Jun-19	1-Jul-19	40	1-Jul-19	16.33	14	8				4.33	2		2 8
2-Jul-19	8-Jul-19	40	1-Aug-19	14	13	7.5				2	2		2.5 7.5
9-Jul-19	15-Jul-19	41	1-Aug-19	14	12	7				2	2		3 7
16-Jul-19	22-Jul-19	42	1-Aug-19	14	11	6				2	2		4 6
23-Jul-19	29-Jul-19	43	1-Aug-19	14	10	5.5				2	2		4.5 5.5
30-Jul-19	1-Aug-19	44	1-Aug-19	14	9	5				2	2		5 5
2-Aug-19	5-Aug-19	45	1-Sep-19	11.67	9	5					1.67		5 5
6-Aug-19	12-Aug-19	45	1-Sep-19	11.67	8	4.5					1.67		5.5 4.5
13-Aug-19	19-Aug-19	46	1-Sep-19	11.67	7	4					1.67		6 4
20-Aug-19	26-Aug-19	47	1-Sep-19	11.67	6	3.5					1.67		6.5 3.5
27-Aug-19	1-Sep-19	48	1-Sep-19	11.67	5	2.5					1.67		7.5 2.5
2-Sep-19	2-Sep-19	49	1-Oct-19	9.33	5	2.5							6.83 2.5
3-Sep-19	9-Sep-19	49	1-Oct-19	9.33	4	2							7.33 2
10-Sep-19	16-Sep-19	50	1-Oct-19	9.33	3	1.5							7.83 1.5
17-Sep-19	23-Sep-19	51	1-Oct-19	9.33	2	1							8.33 1
24-Sep-19	30-Sep-19	52	1-Oct-19	9.33	1	0.5							8.83 0.5
1-Oct-19	1-Oct-19		1-Oct-19	9.33									9.33
2-Oct-19	7-Oct-19		1-Nov-19	7									7
8-Oct-19	14-Oct-19		1-Nov-19	7									7
15-Oct-19	21-Oct-19		1-Nov-19	7									7
22-Oct-19	28-Oct-19		1-Nov-19	7									7
29-Oct-19	1-Nov-19		1-Nov-19	7									7
2-Nov-19	4-Nov-19		1-Dec-19	4.67									4.67
5-Nov-19	11-Nov-19		1-Dec-19	4.67									4.67
12-Nov-19	18-Nov-19		1-Dec-19	4.67									4.67
19-Nov-19	25-Nov-19		1-Dec-19	4.67									4.67
26-Nov-19	1-Dec-19		1-Dec-19	4.67									4.67
2-Dec-19	2-Dec-19		1-Jan-20	2.33									2.33
3-Dec-19	9-Dec-19		1-Jan-20	2.33									2.33
10-Dec-19	16-Dec-19		1-Jan-20	2.33									2.33
17-Dec-19	23-Dec-19		1-Jan-20	2.33									2.33
24-Dec-19	30-Dec-19		1-Jan-20	2.33									2.33
31-Dec-19	1-Jan-20		1-Jan-20	2.33									2.33

**Notes:**

The Notes on page 2 of the attached Holidays for Operatives Leaflet explain the decision reached in a number of Employment Appeal Tribunal (EAT) cases concerning the calculation of holiday pay. The EAT decided that the Working Time Regulations 1998 (WTR) should be interpreted such that payment for overtime, in certain circumstances, is to be regarded as part of normal remuneration and should be included in the calculation of holiday pay. The EAT rulings apply only to the first 20 days' holiday derived from the European Working Time Directive.

- (1) In the case of Operatives beginning employment part way through the holiday year, employers may need to 'top-up' a number of the first 20 days' holiday taken pro rata to the Operative's accumulated holiday entitlement for the period between his commencement of employment and the end of the holiday year in which his employment commences, in order to comply with the WTR.
- (2) Values in grey are the number of WTR days of holiday paid through Welplan at National Agreement levels. Notwithstanding the information in Note (1) above, employers will additionally need to 'top-up' to the levels required by the WTR's for all 28 days' holiday entitlement of the WTRs (or pro rata entitlement thereof), if they use hourly rates in excess of the National Agreement.
- (3) Values in green are WTR days of holiday not funded at all, or only partially funded, by Welplan credits – employers will need to make supplementary payments to ensure the full WTR days of holiday are paid. Employers who wish to 'top-up' through Welplan should contact the Employee Benefits Department on 01768 860402 or email holiday@welplan.co.uk
- (4) Values in pink are the number of days of holiday above WTR entitlements and are paid at National Agreement rates – no 'top-up' or supplementary payments are necessary.
- (5) Where columns are blank, holidays need not be paid – subsequent holidays will fulfil employers' obligations under the WTR's and the National Agreement.
- (6) The yellow areas highlight where operatives covered by Rule C13 of the Welplan Supplement to the National Agreement (i.e. new entrants to the industry, rather than new to your organisation having come from another employer in the industry) will have an entitlement to 3 days (rather than the lower figure of 2.33 days required by the WTR).