

Understanding your back-pay in August 2025

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Introduction

Your August 2025 payslip will reflect an uplift in your salary and other payments for August, and it'll also include back-pay for the four months between April and July 2025. The following guidance explains how this will look on your August 2025 payslip.

Back-pay due – April to July 2025

Back-pay calculated for basic pay and other pay elements for the period between April to July is:

1. Displayed under the '**Earnings**' header on your payslip
2. Recorded as '**Retroactive**' entries.

If you received a manual adjustment to your pay between April and July, processed under the element "Misc Adjust 299", you'll see any back pay due for this:

1. Displayed under the '**Other Earnings**' header further down your payslip
2. Recorded as a single entry under '**Misc Adjust 299**'.

See some example payslips on pages 2 to 4 to understand this further.

Questions

More information about the 2025 to 2026 pay award is available on the [Local Government Employee pay award pages](#) on our website. We've also added a detailed information guide for employees which should be able to answer any questions that you have.

HR will carry out a significant number of checks for the pay award, and back-payments being paid to colleagues in August 2025.

If you believe there's a genuine error in your August pay, we ask that you please check online guidance before contacting askHR. If you need to contact askHR we ask that you please clearly identify where you believe there's an error so this can be investigated by the team.

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Example payslip 1 – colleague with basic pay and term-time holiday pay

Assignment Details		
Job	Pupil Support Assistant (S)	Assignment
Earnings		
Description	This Payslip (£)	
Basic Pay	2,158.78	
Basic Pay Retroactive	332.12	
Term Time Holiday Pay	339.25	
Term Time Holiday Pay Retroactive	52.19	
Total Earnings	2,882.34	
Pay Details		

- 1. New monthly salary (August)
- 2. Back-pay due for salary (April to July)

- 1. New monthly holiday pay (August)
- 2. Back-pay due for holiday pay (April to July)

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Example payslip 2 – colleague with basic pay and working time payments

Assignment Details		
Job	Social Care Assistant	Assignmer
Earnings		
Description	This Payslip (£)	
Basic Pay	2,158.78	}
Basic Pay Retroactive	332.12	
Shift Arrangements	104.75	}
Shift Arrangements Retroactive	16.12	
Weekend Hours	137.52	}
Weekend Hours Retroactive	21.16	
Total Earnings	2,770.45	
Pay Details		

- 1. New monthly salary (August)
- 2. Back-pay due for salary (April to July)

- 1. New monthly pay Shifts (August)
- 2. Back-pay due for Shifts (April to July)

- 1. New monthly pay Weekend hours (August)
- 2. Back-pay due for Weekend hours (April to July)

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Example payslip 3 – colleague with a manual adjustment to pay between April to July

Assignment Details		
Job	Pupil Support Assistant (S)	Assignmer
Earnings		
Description	This Payslip (£)	
Basic Pay	2,158.78	
Basic Pay Retroactive	332.12	
Term Time Holiday Pay	339.25	
Term Time Holiday Pay Retroactive	52.19	
Total Earnings	2,882.34	
Pay Details		

- 1. New monthly salary (August)
- 2. Back-pay due for salary (April to July)

- 1. New monthly holiday pay (August)
- 2. Back-pay due for holiday pay (April to July)

Other Earnings			
Description		Hours	This Payslip (£)
MISC ADJUST 299	Back-pay due for manual adjustment to pay made between April and July	0.00	414.16
Total Earnings		0.00	414.16