

Holiday Pay

Entitlement

Almost all workers are legally entitled to 5.6 weeks' paid holiday per year (known as statutory leave entitlement or annual leave). An employer can include bank holidays as part of statutory annual leave.

Working 5 days a week

Most workers who work a 5-day week must receive at least 28 days' paid annual leave per year. This is the equivalent of 5.6 weeks of holiday.

Working part-time

Part-time workers get less paid holiday than full-time workers. They're entitled to at least 5.6 weeks of paid holiday but this amounts to fewer than 28 days because they work fewer hours per week.

Irregular hours

People working irregular hours - for example, shift work or term-time work - We would use their 12 weeks as an average to calculate their entitlement.

Limits on statutory leave

Statutory paid holiday entitlement is limited to 28 days. For example, staff working 6 days a week are only entitled to 28 days' paid holiday.

Bank holidays

Bank or public holidays do not have to be given as paid leave. An employer can choose to include bank holidays as part of a worker's statutory annual leave.

Extra leave

An employer can choose to offer more leave than the legal minimum. They do not have to apply all the rules that apply to statutory leave to the extra leave. For example, a worker might need to be employed for a certain amount of time before they become entitled to it.