



Changes to rules on carrying over annual leave

What is it?

Workers who have not taken all of their statutory annual leave entitlement due to COVID 19 will be able to carry it over into the next 2 years.

The regulations will allow up to 4 weeks of unused leave to be carried over into the next 2 leave years. These changes will amend the Working Time Regulations, which apply to almost all workers, including agency workers, those who work irregular hours and those on zero hours contracts.

Background to the change

Currently almost all workers are entitled to 28 days holiday, including bank holidays each year. However, under current legislation, most of this leave cannot be carried over meaning that workers lose their holiday if they do not take it.

Given these unprecedented times the changes will mean that employers affected by COVID 19 have the flexibility to allow workers to carry over leave at a time when staff taking annual leave may leave them short staffed. Furthermore it protects the worker's holiday ensuring that it is not lost.

As further information is published by the government we will update our summaries. Should you have any initial queries either contact your usual CK contact or look at the governments dedicated business support website businesssupport.gov.uk.