

## Carrying over holiday

Irregular hours workers and part-year workers can carry over holiday in certain circumstances. Whether they can carry over some or all of their statutory holiday entitlement will depend on the situation.

They can carry over up to 5.6 weeks of any holiday they've 'accrued' (built up) and not taken if:

- they're on long-term sick leave
- their employer fails in their legal responsibility and does not let them take all the holiday they're entitled to
- they're not able to use their holiday because they're on statutory leave, for example if they're on maternity leave

They can also carry over some of their holiday if there's a relevant agreement that allows it.

### If there's a relevant agreement

Irregular hours workers and part-year workers can carry over some of their statutory 5.6 weeks' holiday entitlement if there's a relevant agreement that allows it.

A relevant agreement can be one of the following:

- a workforce agreement, which is made between an employer and employee representatives
- a collective agreement, which is made between a recognised trade union and an employer
- an agreement that can be legally enforced between a worker and an employer, for example an employment contract

If there's no relevant agreement, workers should take the 5.6 weeks' holiday entitlement during the leave year. This is unless there's a good reason why they cannot use their holiday. For example, this could be if they're on long-term sick leave or maternity leave.

If a worker gets more than the legal minimum 5.6 weeks, their contract should say if they can carry over holiday and how much.

## Covid and carrying over holiday

In 2020, the government introduced a law allowing workers to carry over up to 4 weeks' holiday into their next 2 holiday years. This law applied for any holiday a worker did not take because of covid-19 (coronavirus).

From 1 January 2024, this law no longer applies. Workers needed to use any holiday they had carried over by 31 March 2024. If a worker left their job before 31 March, their employer must pay them for this holiday.

## Long-term sick leave

If an irregular hours worker or part-year worker is on long-term sick leave, they can carry over any holiday they've accrued but not taken. They can carry over up to 5.6 weeks' statutory holiday. They must use it within 18 months starting from the end of the leave year in which they accrued it.

[Find out more about sick pay and holiday pay](#)

## If an employer does not let someone take all their holiday

Employers have a legal responsibility to make sure employees can take the holiday they're entitled to.

By law, an irregular hours worker or part-year worker can carry over holiday if their employer:

- does not let them take all their holiday or does not encourage them to take it all
- does not inform an employee that they will lose any holiday they do not take

In these circumstances, they can carry over any holiday they've accrued but not taken. They can carry over up to 5.6 weeks' statutory holiday.

## If a worker cannot use holiday because of statutory leave

An irregular hours worker or part-year worker might not be able to use their holiday entitlement because they're on statutory leave. For example, they're on maternity leave.

In this case, they must be allowed to carry it over to the next leave year. Employees should arrange this with their employer as early as possible.

## If a worker cannot take all their holiday for another reason

An irregular hours worker or part-year worker might not be able to take their full holiday entitlement for another reason and be worried about losing it. They should [talk to their employer](#) and try to reach an agreement.

## Get more advice and support

If you have any questions about carrying over holiday, you can [contact the Acas helpline](#).

You can also find advice for all workers on:

- [asking for and taking holiday](#)
- [bank holidays and Christmas](#)