

Sickness and statutory leave

Someone can still 'accrue' (build up) holiday when they're:

- off work because of sickness or injury
- on statutory leave

Sickness

[Find out more about sick pay and holiday pay](#), including advice on:

- taking holiday while off sick
- if a worker gets sick while on holiday
- accruing holiday entitlement while off sick

Statutory leave for care and support

As long as they meet any eligibility criteria, anyone with the [legal status of employee](#) is entitled to statutory leave for care and support.

Someone is not likely to be an employee if they're:

- an agency worker
- a casual worker
- on a zero-hours contract

Employees still accrue holiday entitlement while on statutory:

- maternity leave
- paternity leave
- adoption leave
- shared parental leave
- ordinary parental leave
- neonatal care leave
- parental bereavement leave
- carer's leave

When an employee knows they're going to be taking statutory leave, they should discuss with their employer:

- how much paid holiday they'll accrue before and during the planned statutory leave
- when they're going to take their accrued holiday
- how much they can carry over, if appropriate
- if they have contractual holiday entitlement, whether they can get paid instead of taking the days that are additional to statutory

Irregular hours workers and part-year workers

There are specific rules about how irregular hours workers and part-year workers accrue holiday when off sick or on statutory leave.

[Find out more about accruing holiday during sickness or statutory leave for irregular hours workers and part-year workers](#)