



Changes to minimum annual leave entitlement.

Most workers, whether full-time or part-time are currently legally entitled to a minimum of four working weeks paid holidays per year. (Additional annual leave may be agreed as part of an employee's contract). For example if a worker does a five-day week then he/she is currently entitled to 20 days leave. If a worker does a three-day week then he/she is currently entitled to 12 days leave, etc.

However, from the **1st October 2007** the statutory minimum holiday entitlement will rise from 4 weeks (20 days for those working a five-day week) to 4.8 weeks (24 days).

Part-time workers must also receive annual leave equal to 4.8 times their usual working week.

An Example- for 2007

If your holiday year runs from January 2007 to December 2007 and you usually award 20 days leave then 1 extra day is awarded to your employees for 2007, i.e. 4.8 weeks pro-rata from October 2007 to December 2007.

From January 2008 and onwards annual leave will be 4.8 weeks, i.e. 24 days for a five-day working week.

These changes are as per The Working Time (Amendment) Regulations N. Ireland 2007 Order and employers must implement the increases.

At present, the annual leave entitlement under the Regulations is not additional to bank and public holidays.

If you have any queries please do not hesitate to contact our office.

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