

1



UNLAWFUL DEDUCTIONS FROM WAGES CLAIMS

- 3-month gap may not break a "series"
- Two 'pots' of holiday not taken in any order

2



HOLIDAY ENTITLEMENT

- Maintain two 'pots' of holiday entitlement
- New definition of normal pay

3



CARRYOVER OF HOLIDAY

- Permitted due to maternity, family or sick leave or where misclassified or dissuaded from taking it
- Revoked for Covid-19 leave from 1 January 2024



CHANGES TO HOLIDAY PAY



4

IRREGULAR HOURS AND PART-YEAR WORKERS

- New definitions
- New accrual method of 12.07% of hours worked
- New method of calculating entitlement during maternity, family or sick leave



5

ROLLED-UP HOLIDAY PAY

- Lawful for irregular hours and part-year workers, 12.07% of all pay for work done