

SHAW PERSONNEL SERVICES

E-TOPIC

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ANNUAL HOLIDAY ENTITLEMENTS

Many newspaper headlines this week have created an unrealisable expectation of increased holidays for large numbers of people. In reality, only 22% of British employers are likely to be affected and that will mainly be centred on some of the lower paid industries. Most people in most industries will not benefit from an increase.

Looking ahead to 1st April 2009, all employees in the UK will be entitled to a minimum of 5.6 weeks' holiday each year. For the typical employee working a five day week this will mean 20 days annual holiday entitlement plus 8 public/statutory holidays. If you already offer at least that amount, you are not affected by the change that came in on 1st October, which increases the minimum holiday to 4.8 weeks as a stepping stone. This equates to 24 days which may include public holidays. You will also not need to make changes in 2009.

If you currently offer less than 5.6 weeks' holiday or pro rata for part time employees, then please contact us to discuss how to implement the change.