

Employees able to carry over annual leave for the next two years

As 31st December approaches, for many employers this marks the end of the annual leave year, with employees entitlements resetting on the 1st January.

Coronavirus has created havoc for many employers and has also affected employees annual leave entitlement. Many employees have been unable to use their annual leave entitlement because of the pandemic.

Employees who have not used their statutory annual leave (5.6 weeks) are able to carry over their entitlement for the next two years.

The Government by introducing a change to the law, hope that it will ease the burden on employers, and they will be able to better manage their employees whilst ensuring they comply with their statutory duties.

The change in law extends to employees who were/are unable to take their annual leave because of the pandemic, required to self-isolate or were ill. The right to carry over annual leave also extends to individuals who were furloughed subject to the Coronavirus Job Retention Scheme.

Employers should note that it is vitally important that they ensure employees do use their annual leave or they could face a penalty.

If you are an employer and require advice on employment matters then please contact Vic Younis on 01384 371622 or vy@wjclaw.co.uk.

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