

Holiday Entitlement *and Holiday Pay*

How much paid holiday you get, how it's counted, and the traps around bank holidays and irregular hours.

 Last reviewed: October 2026

 GOV.UK · Acas · nidirect · legislation.gov.uk

 UK-wide, with Northern Ireland differences

ukworkrights.co.uk

5.6 weeks' paid holiday

- Almost all workers, including employees, are entitled to 5.6 weeks' paid holiday a year.
- Work 5 days a week: at least 28 days. The statutory entitlement is capped at 28 days, so 6 days a week is still 28 days.
- Regular part-time hours: 5.6 times your working week. Example: 3 days a week gives at least 16.8 days.
- The self-employed have no statutory right to paid holiday.

Not extra on top

- Bank holidays do not have to be given as paid leave.
- If your employer gives them, they can count towards your 5.6 weeks.
- Northern Ireland has 10 bank and public holidays.

▲ WATCH OUT

Bank holidays are not an extra statutory right on top of the 5.6 weeks.

When it starts, and carrying over

- Holiday is counted by holiday (leave) year, not the calendar year. Check your contract or written statement for the start date.
- If no date is set, it starts on the day you started the job, and on that date each year.
- Started part way through the year? You get a share of the year's holiday for the part that was left.
- You usually take it within the year. You can sometimes carry it over — for example if you were off sick, on maternity, paternity or adoption leave, or your employer did not give you a fair chance to take it. Limits apply.

Building up holiday as you work

- England, Wales and Scotland: irregular-hours and part-year workers whose leave year started on or after 1 April 2024 build up holiday at 12.07% of the hours worked in each pay period, up to 28 days a year.
- Northern Ireland: if you work casual or irregular hours, you are entitled to paid time off for every hour you work.
- You build up holiday while off sick and during maternity, paternity or adoption leave (GB guide).

Pay, leaving, and claims

- Northern Ireland guide: you are paid your normal pay for your holiday, and when you finish a job you are paid for any holiday you have not taken.
- An unpaid holiday pay claim has a time limit counted from the date the pay was due — for a series, from the last one.
- England, Wales and Scotland: a claim for unlawful deductions, including holiday pay, cannot go back more than 2 years.
- Talk to your employer first; then Acas (GB) or the LRA (NI) — notify them before most tribunal claims.

Frequently asked questions

Q Can my employer make me use holiday for bank holidays?

They can count bank holidays they give as part of your 5.6 weeks.

Q I work 6 days a week. Do I get 33.6 days?

No — the statutory entitlement is capped at 28 days.

Q How do I work out my days?

Use the free holiday entitlement calculator: ukworkrights.co.uk/holiday-entitlement-calculator.html

FREE RIGHTS GUIDANCE

Check your *holiday rights*

Get plain-English guidance on your rights and your employer's legal duties.

ACAS

0300 123 1100

acas.org.uk

LRA (NORTHERN IRELAND)

03300 555 300

Labour Relations Agency

CITIZENS ADVICE / ADVICE NI

Free advice

citizensadvice.org.uk

UK WORK RIGHTS — FREE GUIDE

**Employee Rights (England,
Wales and Scotland)**

ukworkrights.co.uk/guide-employee-rights-gb.html

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Statutory Sick Pay

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Minimum Wage

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FREE GUIDE

Employee Rights (England, Wales and Scotland)

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Also: [Employee Rights \(Northern Ireland\)](#) · [Zero hours \(GB\)](#) · [Zero hours \(NI\)](#) · [Holiday entitlement calculator](#)