

Holiday Carryover

(1st January 2024)

- Workers can carryover a maximum of 8 days into the next leave year, with agreement of the employer (there may be additional allowances depending on employer terms)
- If a worker is unable to use leave due to being on family-related leave, they can carryover up to 28 days
- If a worker is unable to use leave due to being on sick leave, they can carryover up to 20 days, to be used within 18 months from the end of the leave year in which it was accrued. *Irregular hours and part year workers* can carryover 28 days in these circumstances, to be used within 18 months from the end of the leave year in which it was accrued
- A worker will be able to carryover leave they are entitled to if:
 - the employer has refused to allow leave to be taken
 - the employer has not given reasonable opportunity for leave to be taken, or encouraged leave to be taken
 - the worker has not been advised that any leave not taken by the end of the leave period will be lost
- **Covid-Related Carryover:** from 1st January 2024 workers can no longer accrue Covid carryover leave. They must use any leave accrued up to 1st January 2024 by 31st March 2024

Further resources:

[Holiday Pay and Entitlement Reforms \(Carryover Leave\)](#)