

Irregular Hours and Part Year Workers Holiday Entitlement Updates (From 1st April 2024)

1. **Holiday Pay:** For leave years beginning on or after 1st April 2024, for Irregular Hours and Part Year workers:

- **Reference Period Holiday Pay:** holiday pay is calculated at 12.07% of actual hours worked in the pay period and paid at time that leave taken. First 4 weeks at *normal* rate, and remaining 1.6 weeks at the *basic* rate
AND/OR
- **Rolled-Up Holiday Pay:** an additional 12.07% payment paid with normal salary for actual hours worked with no subsequent payment made when leave taken. Paid at *normal* rate. Can be used when such workers are absent due to maternity, parental or sickness leave

2. **Statutory Holiday Accrual:** For leave years beginning on or after 1st April 2024, for Irregular Hours and Part Year workers, from the first year of work:

- Calculated at 12.07% of actual hours worked during pay period
- Statutory leave is still accrued when irregular hours or part year workers are off due to sickness or family-related leave

NOTE: this change only applies to holiday years beginning on or after 1st April 2024. If the holiday year runs Jan-Dec, the changes will come into effect on 1st Jan 2025

Department of Business and Trading have updated guidelines to clarify definitions of *Irregular* and *Part-Year* workers:

Irregular Worker:

"If the number of paid hours that they will work in each pay period during the term of their contract in that year is, under the terms of the contract, wholly or mostly variable"

Part-year Worker:

"If, under the terms of their contract, they are only required to work part of that year, and there are periods within that year (during the term of the contract) of at least a week which they are not required to work, and for which they are not paid. This includes part-year workers who may have fixed hours.

There must be a period of at least one week for which they are not paid which means that it would still be possible for a worker to be paid 'during' that period so long as there is no expectation of them working in that period and nor are they receiving payment 'during' that period

Further resources:

[Employment Rights \(Amendment, Revocation and Transitional Provision\) Regulations 2023](#)

[Holiday Pay and Entitlement Reforms from 1 Jan2024](#) (updated 1 April 2024)