

I don't work Mondays. Will I miss out on Bank Holidays?

Unfortunately you may well miss out, as most bank holidays fall on a Monday. As there is no general legal right to time off on bank holidays (though it is a common practice), there is also no legal right for you to transfer the day's leave to another day.

Am I entitled to the following Monday off when a public holiday falls on a weekend?

When Christmas and the New Year holidays fall at a weekend, other weekdays are declared public holidays. If you normally work weekends, entitlement to time off will depend on how generous your employment contract is. Many employers will let you have the following Monday off if, say, Christmas Day falls on a weekend. However, as there is no general legal right to time off on bank holidays (though it is a common practice), there is also no legal right for you to transfer the day's leave to another day, if it isn't mentioned in your contract.

Is bank holiday working still voluntary, and does it attract premium rates of pay?

If you work on a bank or public holiday, there is no automatic right to an enhanced pay rate. What you get paid depends on your contract of employment.

- Some companies expect staff to work a fixed number of bank holidays in a year.
- Some companies have a consolidated hourly rate to reflect this contractual obligation.
- Some companies operate on volunteers alone. Some pay premium rates.

It depends on who you work for, and in some companies what type of contract you're on.

CHECKLIST

- ✓ Look at your current contract of employment and check whether Bank Holidays are in addition or included in annual leave entitlement.
- ✓ Ensure that you have the equivalent of a minimum of 5.6 weeks annual leave.
- ✓ If your leave year is around March/ April, there may be problems around Easter. Ask your employer how this is to be handled
- ✓ Check how your employer will handle part days
- ✓ Check how your employer will handle "Special" additional Bank Holidays
- ✓ Check what the policy is for unused holiday entitlement

Useful Web Resources

Government Advice www.direct.gov.uk/en/Employment/Employees/Timeoffandholidays
ACAS www.acas.org.uk/holidays for the Holidays and holiday pay booklet & advice

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