

Increase to part-time hours means recalculation of holiday

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When a part-time worker increases their hours, their statutory annual leave entitlement should be recalculated going forward.

As one would expect, the European Court of Justice has ruled that an increase in the number of hours worked by a part-time worker necessitates the recalculation of their entitlement to holiday. The recalculated amount need only apply from the date that their hours increased – it need not have retroactive effect.

If the part-time worker's hours decrease, the employer can deduct the excess leave taken under the previous working arrangement from the entitlement going forward.

Greenfield v The Care Bureau Ltd (C-219/14)

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