

Holiday Entitlement Factsheet

Holiday entitlement can be calculated by the number of hours a nanny works per week or the number of days a nanny works per week.

It is recommended to work holiday entitlement based on hours when a nanny works different hours on different days

Statutory holiday entitlement: 5.6 weeks per annum for a full time nanny

Days worked per week

| Days worked per week | Minimum holiday/year | rate of accrual/month |
|----------------------|----------------------|-----------------------|
| 1 day | 5.6 days | 0.46 days |
| 2 days | 11.2 days | 0.93 days |
| 3 days | 16.8 days | 1.4 days |
| 4 days | 22.4 days | 2.3 days |
| 5 days | 28 days | 2.3 days |

Hours worked per week

| Hours worked per week | Minimum holiday/year | rate of accrual/month |
|-----------------------|----------------------|-----------------------|
| 10 hours | 56 hours | 4.6 hours |
| 20 hours | 112 hours | 9.3 hours |
| 30 hours | 168 hours | 14 hours |
| 40 hours | 224 hours | 18.6 hours |
| 50 hours | 280 hours | 23.3 hours |

Bank Holidays

If a bank holiday falls on a weekend day, it defaults to the next working day.

| | | |
|-------------------------|----------|----------------------|
| 1 st January | 03.01.11 | (Monday) |
| Good Friday | 22.04.11 | (Friday) |
| Easter Monday | 25.04.11 | (Monday) |
| Royal Wedding | 29.04.11 | (Friday - 2011 ONLY) |
| May day holiday | 02.05.11 | (Monday) |
| Spring Holiday | 30.05.11 | (Monday) |
| Summer Holiday | 29.08.11 | (Monday) |
| Christmas day | 26.12.11 | (Monday) |
| Boxing day | 27.12.11 | (Tuesday) |

Term time only nannies

Typically there are 39 weeks within a school year. Adjust worked weeks accordingly.

Nanny A works 3 days a week for 39 weeks of the year

$$\underline{3} * \underline{39} = 117 / 46.4 = 2.52 * 5.6 = 14.11$$

Nanny B works 20 hours a week for 39 weeks of the year

$$\underline{20} * \underline{39} = 780 / 46.4 = 16.81 * 5.6 = 94.14$$

Nannyshares

For Nannyshares, holiday entitlement is calculated per employer.

Nanny A works 3 days for Family Z and 2 days for family W

Family Z allocate Nanny A 16.8 days

$$5.6 * \underline{3} = 16.8 \text{ days per annum}$$

Family W allocate Nanny A 11.2 days

$$5.6 * \underline{2} = 11.2 \text{ days per annum}$$

Nanny A total = 28 days per annum

Nanny B works 20 hours for Family X per week and 20 hours for family Y

Family X allocate Nanny B 112 hours per annum

Family Y allocate Nanny B 112 hours per annum

After school nannies

After school nannies work part days therefore the calculation is based on hours.

Nanny A works 12 hours a week for 39 weeks of the year.

$$\underline{12} * \underline{39} = 468 / 46.4 = 10.9 * 5.6 = 56.50$$

Temporary Positions

Nanny A works 5 days per week for 12 weeks.

$$5.6 * \underline{5} = 28 / 52 = 0.53 * \underline{12} = 6.4 \text{ days within the 12 week period.}$$

Nanny B works 50 hours per week for 30 weeks.

$$\underline{50} * 5.6 = 280 / 52 = 5.38 * \underline{30} = 161.53 \text{ hours per annum}$$

(If Nanny B takes 1 week off, 50 hours, 50 hours are deducted from 161.53 hours)

Bank Holidays

Bank Holidays can sometimes cause some confusion with holiday entitlement.

Nanny A works 2 days per week, Monday and Friday and entitled to 11.2 days per annum. However during 2011, there are 8 bank holidays that fall on either a Monday or Friday (including the Royal Wedding), therefore if the nanny takes all 8 bank holidays she is left with 3.2 days.

Nanny B works 5 days per week and entitled to 28 days holiday. Her employer has asked the nanny to work 2 bank holidays which the nanny is happy to do. Therefore the nanny accrues those two days leaving 22 days holiday after taking the remaining 6 bank holidays.

Royal Wedding - 29th April 2011

Depending on how the contract of employment is worded dictates how these extra public holidays should be treated.

If the contract says:

The holiday year runs from (date) to (date). In addition to paid holiday on all statutory and other public holidays, you will be entitled to 20 days' holiday in each holiday year throughout which you are employed by the Employer. You will accrue holiday at the rate of (number) days per calendar month from your first day of employment with the Employer. [You may be required to work on a public holiday. If you are so required, you will be entitled to an additional day off in lieu.]

Then you **will** get an extra days paid holiday if you would normally work on the actually day the the public holiday falls.

If the contract says:

The holiday year runs from (date) to (date). You will be entitled to 28 days' holiday in each holiday year throughout which you are employed by the Employer which includes statutory and other public holidays. You will accrue holiday at the rate of (number) days per calendar month from your first day of employment with the Employer. [You may be required to work on a public holiday. If you are so required, you will be entitled to an additional day off in lieu.]

Then you **will not** get an extra day, as it is included in your 28 days.