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STATUTORY INSTRUMENTS

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**1998 No. 1833**

**The Working Time Regulations 1998**

**PART II**

**RIGHTS AND OBLIGATIONS CONCERNING WORKING TIME**

**[<sup>F1</sup>Irregular hours workers and part-year workers: compensation related to entitlement to leave**

**15E.**—(1) This regulation applies to a worker to whom regulation 15B applies, in respect of any leave years beginning on or after 1st April 2024.

(2) Where—

- (a) the worker's employment is terminated during the course of their leave year, and
- (b) at the date on which the termination takes effect, the worker has not taken all the annual leave to which they are entitled under regulation 15B(2),

the worker's employer must make the worker a payment in lieu of that untaken leave.

(3) The payment due under paragraph (2) is—

- (a) such sum as may be provided for in a relevant agreement for the purposes of this regulation, or
- (b) where there are no provisions of a relevant agreement which apply, a sum equal to the amount that would be due under regulation 16 in respect of the untaken leave.

(4) A relevant agreement may provide that, where—

- (a) the worker's employment is terminated during the course of their leave year, and
- (b) the worker has taken more leave than that to which they are entitled under regulation 15B,

the worker must compensate their employer, whether by a payment, by undertaking additional work or otherwise.

(5) Paragraph (2) does not apply if the worker has in respect of the untaken leave mentioned in that paragraph been paid in the way described in regulation 16A.]

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**Textual Amendments**

- F1** Regs. 15B-15F inserted (1.1.2024) by [The Employment Rights \(Amendment, Revocation and Transitional Provision\) Regulations 2023 \(S.I. 2023/1426\)](#), regs. 1(2), **3(7)**

**Changes to legislation:**

There are currently no known outstanding effects for the The Working Time Regulations 1998, Section 15E.