

UNIVERSITY OF ABERDEEN

ANNUAL LEAVE REGULATIONS FOR STAFF

1 Introduction

The Annual Leave Regulations apply to all staff and unless the Statement of Particulars of Terms and Conditions of Employment make specific provision otherwise.

2 Annual Leave Entitlement

The University's leave year runs from 1 October to the following 30 September. If a member of staff wishes to carry forward annual leave to the next leave year, they should discuss and agree this with their line manager in advance. A maximum of seven days can normally be carried forward other than in exceptional circumstances (see section 6 below). Leave which has been carried over from the previous leave year and which has not been taken by 31 March in the year following the original leave year will be lost.

Full-time staff are, in any one leave year, entitled to 41 days (Monday – Friday) as annual leave with pay. Part-time staff are entitled to annual leave pro rata to the full-time entitlement. Please note that 7 of these days must be used for Christmas and New Year Public holidays and the closed days in between (unless essential for staff to work any of these days due to statutory requirements). This means the remaining allowance is 34 days for full-time staff and pro-rata for part-time staff.

The 41 days' entitlement will normally include:

- 34 days for annual leave
- 8 days for Public/Statutory/Local holidays
 - *Christmas Day
 - *Boxing Day
 - *New Year's Day
 - *2 January
 - Aberdeen Spring Monday Holiday
 - May Day
 - Aberdeen Summer Monday Holiday
 - Aberdeen Autumn Monday Holiday
 - (*or days in lieu if these fall on a Saturday or Sunday)
- 3 University closed days to be taken at Christmas/New Year.

Annual Leave should be arranged by agreement with the staff member's line manager taking into account School/Directorate requirements. However, approval of annual leave is ultimately at the discretion of the line manager.

Annual leave may be taken in consecutive days or in any other mutually convenient manner but not less than the equivalent of two normal working weeks will normally be taken during the summer vacation.

The University of Aberdeen is committed to protecting the health and well-being of staff and assist staff in achieving a healthy balance between their work and personal lives. Line managers should encourage staff to utilise their full annual leave entitlement.

3 Working During Public Holidays/University Closed Days

From the 2024/25 annual leave year, all public holidays will be treated as normal leave, with the exception of the public holidays falling on Christmas Day, Boxing Day, New Year's Day and 2nd January, as well as the three-day close down period (therefore 7 days in total over the Christmas and New Year period).

The public holidays outside the 7-day Christmas and New Year period will be treated as normal leave. Staff in Grades 1-4 who are required to work on these days (due to an essential statutory need) will therefore, be able to take an alternative day as leave and will not be entitled to enhanced rates of payment.

If it is agreed (determined by a statutory need) that a member of staff in a post graded 1-4 is required to work on any of the following public holidays - Christmas Day, Boxing Day, New Year's Day and/or 2nd January and/or any of the three-day close down days, the agreed payment/time off in lieu arrangements will apply (please refer to the Pay Policy for detail).

Such an arrangement must be on the understanding that there can be no expectation of services, such as heating, where they are not generally provided when the University is closed. Individuals involved will also have to be particularly mindful of the need to observe safety and security regulations especially where they may be the only person in the building and must read and adhere to the guidance in the [Lone Working Policy](#).

4 Calculating Annual Leave Entitlement

Part-Time Staff

A part-time member of staff who is employed throughout the whole year is entitled to annual leave with pay calculated on a pro-rated basis from the standard annual leave entitlement. A member of staff (either full or part-time) who is employed regularly for only part of a year will be granted annual leave proportionate to their total period of actual service in the leave year. The pro rata calculation to establish their entitlement will be based on the overall holiday entitlement (41 days).

Part-time staff working a standard 5 day working pattern (working Monday to Friday and the same number of hours each day) will be entitled to the same number of days holiday as a full-time member of staff. The part-time staff member works shorter days than full-time staff but the same number of days.

Part-time staff working full days but fewer than 5 days per week will be entitled to the appropriate number of days.

Part-time staff who work over several days with a different number of hours worked each day should have their annual leave entitlement calculated in hours and for each day/half day taken as leave the number of hours deducted from the total entitlement should be equivalent to the number of hours the staff member would be expected to work on that day.

New Starts

A member of staff entering the University service during the leave year will be entitled to receive paid annual leave proportionate to the total complete months of service in the current leave year. The calculation of entitlement will be based on the overall holiday entitlement of (41 days) or pro-rata for part-time staff.

Leavers

A member of staff leaving the service of the University will be entitled before they leave to any accrued holidays proportionate to actual service in the current year; and it is expected that this will be taken before they leave. In exceptional circumstances where it is not possible to grant outstanding annual leave, the Head of School/Directorate will be asked to approve an equivalent payment in lieu.

The calculation of holidays outstanding will be based on the overall annual leave entitlement (41 days) less the days used. Annual Leave is awarded for complete months of continuous service, a complete month being the period between a date in one month and the immediately preceding date in the following month (e.g. 15 February to 14 March inclusive) or calculated from the start of the annual leave year.

Please download the [Annual Leave Calculator.xlsx \(live.com\)](#) to calculate your entitlement.

5 Reserve Forces

Members of the Reserve Forces may be entitled to additional leave and pay. Please see [Policy on Time Off For Public Duties](#) for further information.

6 Accrual Of Annual Leave During Periods Of Sickness Absence

Where a member of staff has been absent through illness for a period exceeding a total of three months in any twelve-month period, entitlement to the statutory minimum annual leave will not be affected.

Any additional annual leave entitlement over and above the statutory minimum will not accrue during any period of absence in excess of three months in any twelve-month period.

In the event of sickness coinciding with any period of annual leave an employee is required to submit a doctor's medical certificate and shall be regarded as being on sick leave from the date of the medical certificate and may retain entitlement to leave with pay, subject to the above, which they would have received had they not been absent through illness.

An employee who is sick at the time when their School/Directorate is closed for the 3 University-closed days will not normally receive an alternative day's holiday in lieu.

Any annual leave accrued during a period of sickness absence must be taken within 18 months of the leave year in which it accrued.

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