



How should employers deal with holiday?

Personnel Today - 1 April 2021

Philip Cameron, Partner at GQ|Littler, says: “Employers are able to tell employees when exactly they must take their holiday. The employer just needs to give notice that’s at least twice the length of the period of leave that the worker’s being told to take.”

“However, as holiday is generally seen by employees as a key benefit, employers who do this may risk souring relations with their employees.”

Cameron, at GQ|Littler, has one solution: “Employers will not want a large part of their workforce to build up large holiday accruals, so perhaps a more pragmatic approach should be taken that ought not to detrimentally impact employee relations. For example, an employer could ask staff to take a certain amount of holiday, by a particular time. If they do this then management ought to lead by example.”

Read the full article [here](#).