

Consultants

Consultants with more than 7 years completed service

AL and statutory leave entitlement **per annum** in Days $32 + 2 = 34$

AL and statutory leave entitlement **per annum** in PAs $64 + 4 = 68$

Note: the above figures are based on full time contract of 10 PAs per week

Number of Contracted PAs per week	Total Annual & Statutory leave entitlement in PAs	Total Bank Holiday entitlement in PAs	Total leave Entitlement (AL,Stat,BH) in PAs
10	68	16	84
9.5	64.5	15	79.5
9	61	14.5	75.5
8.5	58	13.5	71.5
8	54.5	13	67.5
7.5	51	12	63
7	47.5	11	58.5
6.5	44	10.5	54.5
6	41	9.5	50.5
5.5	37.5	9	46.5
5	34	8	42
4.5	30.5	7	37.5
4	27	6.5	33.5
3.5	24	5.5	29.5
3	20.5	5	25.5
2.5	17	4	21
2	13.5	3	16.5
1.5	10	2.5	12.5
1	7	1.5	8.5

Consultants

Consultants with less than 7 years completed service

AL and statutory leave entitlement **per annum** in Days $30 + 2 = 32$

AL and statutory leave entitlement **per annum** in PAs $60 + 4 = 64$

Note: the above figures are based on full time contract of 10 PAs per week

Number of Contracted PAs per week	Total Annual & Statutory leave entitlement in PAs	Total Bank holiday entitlement in PAs	Total leave entitlement (AL, Stat, BH) in PAs
10	64	16	80
9.5	61	15	76
9	57.5	14.5	72
8.5	54.5	13.5	68
8	51	13	64
7.5	48	12	60
7	45	11	56
6.5	41.5	10.5	52
6	38.5	9.5	48
5.5	35	9	44
5	32	8	40
4.5	29	7	35.5
4	25.5	6.5	32
3.5	22.5	5.5	28
3	19	5	24
2.5	16	4	20
2	13	3	16
1.5	9.5	2.5	12
1	6.5	1.5	8

Annual and Bank Holiday Leave information

Annual & Statutory Leave:

The actual amount of annual leave entitlement per grade is specified in the Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales)

All annual leave stated is based on full time.

Statutory leave is in addition to annual leave entitlement. Two statutory days have been granted for all employees. This leave can be taken at any time (subject to normal department rules for booking annual leave).

Annual leave and statutory leave is added together to show full annual leave entitlement

Bank Holidays

There are 8 bank holiday days per annum. These fall on varying days of the week, however the majority is on a Monday.

If a person works full time they are entitled to the full 8 bank holidays as paid time.

Where a person works less than full time the amount of paid bank holiday entitlement is calculated on a pro rata basis. This is to ensure that part time workers are not treated any less favourably than a full time worker (in accordance with the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000)

Calculating Annual leave (including statutory) and Bank Holiday entitlement to be referred to as paid leave entitlement

A grid has been prepared for each grade of medical staff, showing paid leave entitlement in Programmed Activities/Sessions or hours, in accordance with the T&Cs.

The grid has also been produced to show paid leave entitlement for each possible variation of contracted duty and incorporates all leave entitlement (annual,stat and bank holidays)

If you work less than full time and because of your work pattern you have more paid bank holidays than the calculation permits then you will be required to use some of your annual leave entitlement toward this time

For example if you work 6 PAs over 3 days (Mon, Tues, Wed) you would normally have 7 paid bank holidays off. However under the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000) you are entitled to 4 paid bank holidays. Therefore 3 paid bank holiday days must be taken from your annual leave entitlement.

If you work less than full time and because of your work pattern you have no paid bank holidays than the calculation permits that you will be allocated additional leave to compensate for lack of paid bank holiday provision

For example if you work 6 PAs over 3 days (Tues,Wed,Thurs) you are not likely to have any paid bank holidays off. Therefore under the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000) you will receive additional leave to compensate for lack of paid bank holiday provision

You should only deduct PAs /sessions/ hours from your full paid leave entitlement (annual, stat, bank holiday) if the day you want to take as leave falls on a day you would normally be contracted to work.