

Annual leave and carry forward – December 2021

Joint statement on behalf of the NHS Staff Council

On 12 December, the Prime Minister announced that everyone eligible aged 18 and over in England will have the chance to get their COVID-19 booster vaccination before the New Year.

As a result of this announcement, employers may be considering the impact of this work on staff annual leave during the coming months. The NHS Staff Council previously issued some [guidance](#) on the management of annual leave during the pandemic, which may be helpful to refer to. In addition, the Department of Health and Social Care (DHSC) has published the following guidance: [Annual leave during COVID-19](#).

Where staff have their annual leave cancelled for exceptional business needs, employers are encouraged to put in place appropriate plans to ensure that these staff can take their leave in a timely manner at a later date, ensuring that they have sufficient time to rest and recuperate. As per the NHS Staff Council guidance, consideration may need to be given to allowing staff to carry any untaken leave forward into the next leave year, where they have been prevented from taking their annual leave.

The health and wellbeing of staff remains a high priority. Employers are requested to exhaust other means to boost capacity and to ensure that cancellation of pre-booked leave is kept to an absolute minimum.



Sara Gorton, Staff Side co-chair



Jon Lenney, Employer Side co-chair

**NHS Staff Council
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