

VISA PAK ISSUE 467 — 23 APRIL 2021

CALCULATING MONTHS WORKED FOR THE WORKING HOLIDAY SCHEME

This item clarifies the approach to use when calculating maximum work entitlements for working holiday scheme visas.

For the purposes of this advice, an employment period is defined as being from the start date of employment to the end date of employment. Where a person has had two employers at one time, their employment period begins at the earliest start date, and finishes at the latest start date, regardless of the employer.

- Each month of work shall be calculated from the start date of employment to the corresponding date in the subsequent month(s) (one full month). Any additional days beyond the last full month shall be calculated as specified below.
- Where an employment period (or part of an employment period) is less than one full month, months of work shall be calculated by adding together the number of calendar days in each employment period of less than one full month, and dividing the result by 30.

In other words, for any period that is less than one full month (e.g. one full month = 1 Jan to 1 Feb), we calculate months using days / 30.

Example One:

John holds a UK Working Holiday Visa, which allows him to work for a maximum of 12 months. John worked for employer A over the period of 09 January 2020 to 09 June 2020. He later worked for employer B from 02 July 2020 to 20 August 2020.

When calculating the total number of months John has worked, the below methodology should be followed:

Period(s) of employment	Number of full months	Number of months for work periods of less than one full month (converting days to months)	Total months worked
9 Jan 2020 to 9 Jun 2020	5	0	5
2 July 2020 to 20 Aug 2020	1	0.6 (18 days / 30 = 0.6 months)	1.6

This means John has worked for 6.6 months in total and may undertake employment for a further 5.4 months within the currency of his visa.

Example Two

Edward holds a UK Working Holiday Visa, which allows him to undertake work for a maximum of 12 months. Edward has worked between 1 Jan 2020 – 5 Jan 2020, 1 Feb 2020 – 25 March 2020 and 4 April 2020 to 4 Feb 2021.

When calculating the total number of months Edward has worked, the below methodology should be followed:

Period(s) of employment	Number of full months	Number of months for work periods of less than one full month (converting days to months)	Total months
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			worked
1 Jan 2020 to 5 Jan 2020	0	0.2 (5 days /30 ≈ 0.2 months)	0.2
1 Feb 2020 to 25 Mar 2020	1	0.8 (25 days from the 1-25 March /30 ≈ 0.8 months)	1.8
4 April 2020 to 4 Feb 2021	10	0	10

This means Edward has worked for a total of 12 months and may not undertake any further work within the validity of their Working Holiday Visa.

Example Three

Bella holds an Italian Working Holiday Visa, which allows her to undertake work for a maximum of 12 months. Bella worked from 01 Dec 2020 -20 Jan 2021 for employer A then from 01 Feb – 31 April for employer B.

When calculating the total number of months Bella has worked, the below methodology should be followed:

Period(s) of employment	Number of full months	Number of months for work periods of less than one full month (converting days to months)	Total months worked
1 Dec 2020 to 20 Jan	1	0.7 (20 days from the 1- 20 January /30 ≈ 0.7 months)	1.7
1 Feb 2021 to 30 April 2021	3	0	3*

**Italian working holiday visa holders must not work for the same employer for a period exceeding three months*

This means Beth has worked for a total of 4.7 months and may continue working for the remainder of her visa as long as she doesn't exceed three months for any one employer.