



Employment Rights

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Employee Rights

Are you aware of your employee rights at work? It's important to understand employees' rights and how to ensure you are being treated fairly. Below is an overview of some of the core employee rights that employers need to consider in the daily running of the business and employees should be aware of too.

- **Annual leave** - Employers must provide employees who work a five-day week at least 28 days of paid annual leave per year. This can include bank holidays. You can accrue holiday entitlement during maternity, paternity and adoption leave and while off sick.
- **Contracts** - Employers must give new employees/workers a written statement of terms and conditions of their employment on or before the date their employment commences.
- **Payslips** - A payslip should be given on the day you get paid, or before. It must show a detailed breakdown of the pay you're getting for the relevant time period, plus any deductions such as tax and National Insurance. Your employer can decide whether they provide payslips on paper or online.
- **Health and safety laws apply to your working environment** – Under the Health and Safety at Work Act (1974), employers have a duty to provide a safe, healthy environment for their employees. This includes providing facilities such as toilets, wash basins and clean drinking water, keeping the workplace clean, ventilated and well lit, and maintaining any equipment used.

Workers are entitled to certain employment rights, including but not limited to:

- Getting the National Minimum Wage
- Protection against unlawful deductions from wages
- The statutory minimum level of paid holiday
- The statutory minimum length of rest breaks
- To work no more than 48 hours on average per week or to opt out of this right if they choose
- Protection against unlawful discrimination
- Protection for 'whistleblowers' who report wrongdoing in the workplace
- Not to be treated less favourably if they work part-time

More information [here](#).

WORKERS'

RIGHTS

Upcoming Employment Law Changes

The new Labour government has a bold plan with two main pieces of legislation: the Employment Rights Bill and the Equality (Race and Disability) Bill. These changes will affect how employers and employees interact and work together.

Employment Rights Bill: This bill is being called “the biggest upgrade to workers’ rights in a generation” and is expected to be introduced soon.

1. Ban on exploitative zero-hour contracts

If employers use zero-hour contracts, they’ll need to switch to contracts that reflect regular working hours.

2. Ending “Fire and rehire” practices

You’ll need to go through more thorough consultation processes before changing employment terms.

3. Day-one rights

Employees will get key benefits like sick pay and parental leave from their first day on the job.

4. Flexible working as default

Employers to accommodate flexible working requests from day one, as long as it’s reasonable.

5. Strengthening trade unions

With easier union recognition and fewer restrictions on union activities, you might see more union influence in your workplace.

6. Fair work agency

This new body will enforce workplace rights more strictly, so employers will need to make sure their compliance measures are up to date.

7. Fair pay agreement for adult social care

If you’re in the social care sector, you’ll need to meet new pay standards.

Equality (Race and Disability) Bill: This bill is all about promoting equality in the workplace, focusing on race and disability:

1. Mandatory pay gap reporting

If employers have 250 or more employees, they’ll need to report on ethnicity and disability pay gaps, in addition to the existing gender pay gap reporting.

2. Equal pay claims

The process for bringing equal pay claims related to race and disability will be simplified.

For more information on the King’s speech click [here](#).

Support Available

If you, or anyone you know, is experiencing issues at work there are a few things you can do to get support. It is important to note that you do not need to wait for a crisis to find support. Please see below links for further support.

1. [Work and employment law advice | Acas](#) – ACAS offer support and advice around common issues in the workplace.

Contact us for confidential, free advice. We can talk through:

- Any work-related problem or question you have
- What the law says and how it relates to you
- Good practice at work
- Your options, including any risks and benefits

The advice you receive is free, but you may be charged for the call depending on your phone provider and whether you use a mobile or a landline. You do not have to give any personal details.

- **Helpline:** [0300 123 1100](tel:03001231100) (Open Monday to Friday, 8am to 6pm.)

2. [Work - Citizens Advice](#) – Citizens Advice offer support and advice around common issues in the workplace.

You can contact an adviser through our national phone service:

- Adviceline (**England**): [0800 144 8848](tel:08001448848)
- Adviceline (**Wales**): [0800 702 2020](tel:08007022020)

Adviceline's available 9am to 5pm, Monday to Friday. It's usually busiest at the beginning and end of the day. It's not available on public holidays.

Relay UK - if you can't hear or speak on the phone, you can type what you want to say: [18001](tel:18001) then the Adviceline or Advicelink number

3. A trade union is an organisation with members who are usually workers or employees. It looks after their interests at work by doing things like:

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- Negotiating agreements with employers on pay and conditions
- Discussing big changes like large scale redundancy
- Discussing members' concerns with employers
- Going with members to disciplinary and grievance meetings

For further information click [here](#).





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