

KNOW YOUR RIGHTS @ WORK



THE MINIMUM WAGE

REGARDLESS OF HOW MANY HOURS A WEEK YOU GET YOU ARE LEGALLY ENTITLED TO THE MINIMUM WAGE OF £8.21 P/H IF YOU ARE 25 OR OVER, £7.70 FOR 21-24 YEAR OLDS, £6.15 (18-21), £4.35 (16-17), £3.90 (APPRENTICES). (FROM APRIL 2019)



A CONTRACT

EVERY WORKER ENTERS INTO A CONTRACT OF EMPLOYMENT FROM THE MOMENT THEY START WORKING - EVEN IF THEY AREN'T GIVEN A CONTRACT, HOWEVER YOU ARE LEGALLY ENTITLED TO ONE AFTER 2 MONTHS. THIS SHOULD INCLUDE YOUR RATE OF PAY, HOLIDAY ENTITLEMENT AND NOTICE PERIOD.



EQUAL TREATMENT

THE AGENCY WORKER REGULATIONS ENTITLE EVERY WORKER TO EQUAL TREATMENT FOR PAY, WORKING HOURS, NIGHT WORK, REST BREAKS, PAID HOLIDAYS; THE RIGHT TO APPLY FOR INTERNAL VACANCIES AND ACCESS TO INTERNAL FACILITIES.



BREAKS

REST BREAKS: ONE UNINTERRUPTED 20 MINUTE BREAK PER 6 HOURS WORKED (30 MINUTES IF YOU ARE UNDER 18)

DAILY REST: 11 HOURS REST BETWEEN WORKING DAYS

WEEKLY REST: EITHER AN UNINTERRUPTED 24 HOURS WITHOUT WORK EVERY WEEK OR AN UNINTERRUPTED 48 HOURS EVERY 2 WEEKS.



RIGHT TO WORK ELSEWHERE

IN 2014 THE GOVERNMENT MADE IT ILLEGAL FOR ZERO-HOUR CONTRACTS TO INCLUDE EXCLUSIVITY CLAUSES. THIS MEANS THAT YOUR EMPLOYER CANNOT PREVENT YOU FROM LOOKING FOR WORK/BEING EMPLOYED ELSEWHERE.



HOLIDAYS

ALL FULL-TIME WORKERS ARE LEGALLY ENTITLED TO 5.6 WEEKS PAID ANNUAL LEAVE. NOTE TO PART-TIME WORKERS: TO CALCULATE YOUR ENTITLEMENT MULTIPLY HOW MANY DAYS WORKED BY 5.6 I.E. 3 DAYS A WEEK = $3 \times 5.6 = 16.8$ DAYS PER YEAR.



SICK PAY

AFTER 4 DAYS OF CONTINUAL SICKNESS EVERY WORKER IS ENTITLED TO £94.25 STATUTORY SICK PAY PER WEEK FOR UP TO 6 MONTHS. THIS WILL BE PRO-RATAED FOR PART-TIME WORKERS.



NOT GETTING WHAT YOU ARE ENTITLED TO?

REPORT IT TO US ON THE "REPORT AN EMPLOYER" SECTION ON OUR APP



@BEBETTERTHANZERO



@BETTERTHANZERO



BETTER_THAN_ZERO

