



# Know your employment rights

## Preventing Labour Abuse

# Objectives



- Understand your employment rights as a worker in the UK
- Recognise the different rates of the National Minimal Wage and National Living Wage
- Recognise examples of worker exploitation
- Know who to contact for help and advice

# Think?

## Your employment rights in the UK

You are entitled to:

- be paid the National Minimum Wage or National Living Wage
- rest breaks of 20mins if you work more than six hours a day
- paid holidays
- an itemised payslip which shows your gross pay and take home pay. It should also list the amount and reason for any deductions taken from your pay.
- a safe working environment
- sick pay
- a copy of your terms and conditions



# Think?



## Terms and Conditions

- This is an agreement between you and your employer.
- If you have been employed for more than one month you must be given written details of your terms and conditions.



# Think?

## Terms and Conditions

What information should be included?

- Name
- Who you work for
- Type of work you will be doing
- Date you started work
- Place of work
- Rate of pay
- How often you will be paid
- Hours of work
- Holiday entitlement
- Sick pay entitlement
- Disciplinary procedures
- Notice required if leaving



# Think?



## Hours of work

- You should not have to work more than 48 hours per week including any overtime unless you have chosen to do so.
- You are entitled to at least one day off per week or two days every two weeks.
- If you work for more than six hours a day you should have a rest break of at least 20 minutes.



# Think?



## National Living Wage and the National Minimum Wage

- The National Minimum Wage (NMW) is the minimum pay per hour most workers under the age of 25 are entitled to by law.
- The government's National Living Wage (NLW) is the minimum pay per hour most workers aged 25 and over are entitled to by law.



# Think?



## Current rates April 2019

25 and over  
**£8.21**

21 to 24  
**£7.70**

18 to 20  
**£6.15**

Under 18  
**£4.35**

Apprentice  
**£3.90**



Nb  
The rates change every April.

Apprentices are entitled to the apprentice rate if they're either:

- aged under 19
- aged 19 or over and in the first year of their apprenticeship



# Discuss

- How might an employer exploit you?
- What kind of companies might exploit you?



# Wagamama, Marriott and TGI Fridays top list for underpaying minimum wage

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FRIDAY, MARCH 9TH 2018, 8:52

WRITTEN BY: KATHERINE PRICE

Three hospitality businesses – Wagamama, Marriott International and TGI Fridays – have topped the government's latest 'name and shame' list for underpaying the minimum wage.

Nearly 180 employers were named on the list for underpaying more than 9,000 minimum wage workers by £1.1m. The hospitality sector was one of the worst offenders, with 43 employers named for underpaying 5,726 workers a total of £460,459.



# 239 companies named and shamed for failing to pay the minimum wage - including Odeon, Card Factory and Home Bargains

Odeon cinemas, Home Bargains and Card Factory are included among the businesses named and shamed today.

SHARE 2023 SHARES 19 COMMENTS By [Mark Ellis](#) & [Mikey Smith](#) Political Reporter 02:10, 6 JUL 2018 | UPDATED 17:32, 6 JUL 2018 **NEWS**



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# National Minimum Wage: Workers win £2m compensation

By Brian Milligan  
Personal Finance reporter

16 August 2017

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Argos has already admitted failing to pay the minimum wage

Workers whose bosses failed to pay the National Minimum Wage are to be refunded a record £2m, the government has revealed.

# Who would you contact for advice or help?



# Know your employment rights quiz?



# Kahoot!