

IMS Buzzacott

Outsourced Services for Regulated Investment Businesses

Employing People in the UK

EMPLOYEES' RIGHTS

As a UK employer you should be aware of your employees' employment rights which, if breached, could lead to hefty financial penalties by the Employment Tribunal (the UK court that deals with claims associated with breach of employment rights).

Specifically, your employees have the right to:

a written statement of terms of employment within a stated period

an itemised pay slip

be paid at least the minimum wage

not have illegal deductions from pay

be paid holiday

time off for trade union duties and activities

time off to look for work if being made redundant

paid time off for antenatal care

paid maternity, paternity and adoption leave

request flexible working

take unpaid parental leave

work a maximum hours per week

daily and weekly rest breaks

not to be discriminated against on grounds of sex, race, disability, age, religion or belief etc.

carry on working to the age of 65

notice of dismissal

written reasons for dismissal after a given period

claim compensation if unfairly dismissed

claim redundancy pay after a given period

not to suffer detriment or dismissal for 'whistle blowing'

if part-timer be on the same contractual (pro-rata) terms as a comparable full-time employee

if fixed-term be on the same contractual (pro-rata) terms as a comparable permanent employee

N.B.: Some of these rights apply to Workers too

IMS Buzzacott HR Solutions

We assist employers to minimise the risks associated with breach of employment rights, through the development and implementation of appropriate HR systems, policies and procedures which are compliant with UK employment legislation.

This might include but not limited to:

- written statement of terms of employment
- commercial HR policies & procedures
- user-friendly Employee Handbook
- line Managers' guidance
- effective systems for vetting and checking employees' right to work in the UK
- HR tools such as Performance Management, forms, letters and checklists

Our HR Consultancy is delivered by experts with current knowledge of employment legislation and over 25 years hands-on experience. The team combines the necessary knowledge with proven ability to translate complex legal requirements into practical, client-specific solutions.

CONTACT

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