

Employment Rights - Teacher answer sheet

Employment Right	How is this right applied in the UK?
Sick LeaveThe right to receive some payment (not necessarily the same as their salary) if off sick for a given period of time	Yes – If an employee is ill for four or more days they will be entitled to statutory sick pay (currently £99.35 per week)
HolidaysThe right to take a number of days on holiday in a year and be paid during that time	Yes – 28 days holiday must be provided as a legal minimum
PensionsThe requirement for organisations to run a pension scheme, where employees are enrolled, and both the employer and employee make contributions	Yes – Employers are required to have pension schemes for their employees, where both the employer and employee contribute. Since 2012, employees have been auto enrolled on these schemes and must opt out if they do not want to take part.
Maternity/Paternity LeaveThe right to take a specified amount of time off after having a child, and be paid some amount during the period.	Yes – Employees can take up to 52 weeks maternity leave, of which they are entitled to 39 weeks Statutory Maternity Pay. Women can take the whole time off work and are entitled to return to the same/similar role. Paternity leave can be taken for 2 weeks. Shared parental leave allows some parents to split the 52 weeks between them.
Minimum WageThe right to be paid a minimum amount, regardless of the job held	Yes – Currently individuals must be paid at least: <ul style="list-style-type: none"> • Apprentice (for those aged under 19 or aged 19 or over and in the first year of their apprenticeship): £4.81 • Under 18: £4.81 per hour • Aged 18 – 20: £6.83 per hour • Aged 21 – 22: £9.18 per hour • Aged 23 and over: £9.50 per hour (National Living Wage)
UnionisationThe right to join a trade union, and engage in union activities	Yes – employees have the right to choose whether or not to join a union, belong to more than one union, and engage in lawful union activities. Employees cannot offer you a benefit to leave a union or treat you unfairly because of your union membership
DependantsThe right to take time off work to help someone that depends on you in an unexpected event	Yes – You are allowed “reasonable time off” to deal with an emergency involving a dependant. Dependants can be a spouse, child, grandchild, parent, or anyone that depends on your care
Working TimeThe right not to work more than 48 hours a week on average	Kind of – Employees cannot work more than 48 hours per week on average unless: <ol style="list-style-type: none"> 1. They agree to do so 2. They work in a job exempt from this, such as ambulance workers, firefighters, and prison staff