

Employment Rights Guide

Overview

Composite Legal Expenses Insurance provides advice to thousands of businesses and individuals each year through its legal advice helpline. The vast majority of calls to the helpline come from businesses seeking help on employment related matters.

Our expert lawyers have used their years of experience dealing with these matters to create this guide for you to use as a reference tool. The guide gives a general overview of some of the main rights that apply to employees.

The guide has been condensed as much as possible to make sure you only get an overview of the area, for that reason it should not be viewed as comprehensive or as a substitute for specific legal advice.

If you have the benefit of a legal expenses policy with us, then the guide can be used in addition to the advice we provide and you should contact our advisors for advice in relation to any specific situations.

TERMS OF USE

By accessing this Employment Rights Guide, you agree to be bound by these conditions. If you do not agree you must leave this site. The Employment Rights Guide is of a legal nature and is based on the law of England and Wales. The Employment Rights Guide is designed to provide general information to our customers and the internet community. The content in this Employment Rights Guide is not intended to amount to advice on which you should rely. You must obtain professional or specialist advice before taking, or refraining from, any action on the basis of content in the Employment Rights Guide. Although we make reasonable efforts to update the information in the Employment Rights Guide, we make no representation, warranties or guarantees, whether express or implied, that the content of the Employment Rights Guide is accurate, complete or up to date. We reserve the rights to update and amend this guide at any time.

EMPLOYMENT RIGHTS

Statutory Rights

Employees have various statutory rights. These rights are usually granted through government legislation (Acts of Parliament) however, rights can also be developed through the courts.

Some of the main rights employees have are:

- The right to a written statement of terms.
- The right not to be unfairly dismissed (subject to qualification).
- The right to written reasons for dismissal (subject to qualification).
- The right to receive a minimum wage.
- The right to a minimum notice period: -

Length of service	Less than 1 month	1 month to 2 years	2 years to 12 years	12 years +
Notice given by employer	No notice	1 week	1 week for each year of service (2 years = 2 weeks, 3 years = 3 weeks etc.)	12 weeks
Notice given by employee	1 week	1 week	1 week	1 week

- The right to an itemised pay statement.
- The right to a redundancy payment (subject to qualification).
- The right not to be unlawfully discriminated against because of a Protected Characteristic.
- The right to a safe working environment.
- The right to at least 5.6 weeks paid holiday a year (including bank holidays).
- The right to time off in certain circumstances (examples include; maternity leave, paternity leave, shared parental leave, time off for trade union activities, emergency time off for dependents, time off for public duties and time off for antenatal care).
- The right to maximum working hours and rest breaks (subject to certain opt-out rules).
- Protection on the transfer of a business or a service provision change.

Of course, there are many other rights employees will have and the above is only intended to give an indication of some of the main rights. If you need further detail and have access to one of our legal expenses policies, then give one of our expert advisors a call.