

The UK Rules

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Main Features of Current Employment Legislation

A free updated guide to work related employee legislation is an invaluable bookmark. This listing of employment legislation helps guide employers, managers, and human resource professionals.

EMPLOYMENT LAWS LIST: This section is the concise list of employment law legislation and law acts in the United Kingdom.

The guidance sheet accompanies the full [employment rules and regulations](#) checklist. They both provide useful information for contractor and service agreements.

There is important advice about disciplinary tribunals. We explain how to develop employment contracts and deal with employment agencies.

You can also check your rights on current employment law statutes. Expert advice addresses the [health and safety statements](#) around the UK.

All employees - including some who are not counted - have employment entitlements. This list of employment law and legislation includes, but is not limited to, how you get [disciplined](#), made redundant, or [dismissed](#).

The list of UK employment laws and legislation overviews the rights of workers and grievances in the workplace. Find vital information covering staff working hours, wages, and [taking time off](#) from work.

Employment legislations apply to [absence from work](#), sickness, [Maternity Leave](#),

and holidays. Employment law acts and employee legislation in Britain protects the work force. UK recruitment legislation acts as a safeguard against [workplace discrimination](#) from co-workers and employers.

Around 200,000 employment tribunal claims occur each year. They include grievances about disabilities, religion, race, [unfair dismissals](#), and pregnancies. Employer fines for unfair dismissal or discrimination cases range from one year's pay and upwards. This list of laws in the UK focuses on the legislation to protect employees.

Employment Law Acts UK

Current List of Employment Legislation UK

[Agricultural Sick Pay](#) (ASP)

[National Living Wage](#) (NLW)

[National Minimum Wage](#) (NMW)

[Statutory Maternity Pay](#) (SMP)

[Statutory Redundancy Payments](#) (RPS)

[Statutory Sick Pay](#) (SSP)

UK Statutory Payment from April 2017

Rates vary (*requires 52 weeks of employment)

£7.83 an hour (age 25 and over)

£7.38 an hour (age 21 to 24)

£140.98 per week (*33 week standard rate)

£508 per week maximum (from 6th April 2018)

£89.35 per week (paid fortnightly)



Free employment law acts guide lists laws in a simple format and [downloadable as PDF document](#) or print.



Absenteeism

LOA UK: As a rule, employers and employees have an agreement on contractual occupational times and places. But, [leave of absence from work](#) is often the cause of workplace disputes.



Agency Workers

AWR 2010: The [Agency Workers Regulations 2010](#) brought in new legislation and new entitlements. It applies to temporary agency workers, clients, and hirers from the 1st of October 2011.



Children and Young People

EMPLOYING CHILDREN: Stringent current employment legislation acts regulate children at work. In UK law, the definition of a child is someone not over 16 years - [compulsory school age](#). A young person would be someone under 18 but ceases to be a child - a minor.

The 1998 Working Time Regulations applies stricter restrictions on working hours and work breaks than those for adult workers. It is against the law to employ children under the age of 13 years, even for unpaid work.

In the UK, [employing children](#) can only take place if it will be light work. Restrictions dictate the number of hours children may work, especially on school days. Employers should assess health and safety risks, inexperience, and their immaturity, before employing a child or youngster.



Data Protection

DATA PROTECTION PRINCIPLES: The guide explains the 8 principles of the [Data Protection Act 1998](#) section c 29. This Act of Parliament protects personal data stored in paper filing systems and on computers.



Disabilities

DISABILITY IN THE WORKPLACE: The European Court of Justice confirmed a new ruling in December 2014. It states that [obesity is a disability in the workplace](#) - or its affects.



Disciplinaries

DISCIPLINARY PROCEDURES: Employers should comply with Acas Code of Practice on [disciplinary procedures](#). The laws deal fairly with workplace suspension, punishment, and dismissals.

GRIEVANCE PROCEDURES: There will be times when employers need to [solve a workplace dispute](#). Check the guide to informal discussions and formal procedures for solving disputes at work.



Discrimination

DISCRIMINATION RIGHTS: Prejudicial or unjust treatment of divergent categories of people is discriminatory. The law protects certain [types of discrimination 'protected characteristics'](#) in the United Kingdom.



Dismissals

DISMISSAL IN THE WORKPLACE: A dismissal occurs when an employer terminates a contract.

It can also be when there is no fixed period renewal of a contract as that original contractual period ends.

Employment is usually terminated by a period of notice, agreed by both parties.

The exception could be when the contract has special circumstances for an automatic end. Employees contracted for a specific fixed period of work would also follow the same law.

A constructive dismissal may occur where a breach of contract ends the agreement. This could be due to the destruction of trust or confidence.

Common examples of constructive dismissals include serious violations of the contractual terms, discriminatory conduct, or abusive behaviour.

- [Automatic Unfair Dismissal](#)
- [Constructive Dismissal](#)
- [Fair Dismissal](#)
- [Unfair Dismissal](#)
- [Wrongful Dismissal](#)

Note: Retirement cannot be a potentially fair reason for dismissal. The exception could be when it can be objectively justified.



Employment Contracts

CONTRACT OF EMPLOYMENT: What is an employment contract and what

should be in one? The guide explains how the terms and agreements in a [contract of employment](#) work.

CONTINUOUS EMPLOYMENT: Being in [continuous employment](#) for a minimum period influences certain rights for working employees. But, the beginning and end dates of being continuously employed determine your individual rights.

CONTRACT TYPES: It is important for employers to understand the key differences in employment contracts. Find out how different [types of employment contracts](#) affect employer responsibilities.

WRITTEN STATEMENT: A '[written statement of employment particulars](#)' is not an employment contract. But, it details the main conditions of employment where a contract lasts for one month or longer.

WORK RELOCATION LAWS: What are your rights and obligations if your [employer relocates the company](#)? A lot depends on whether there is a '**mobility clause**' written in the employment contract.



Employment Law UK

WHAT IS EMPLOYMENT LEGISLATION? There is an ever increasing number of legislative 'dos and don'ts' in the workplace. The page explains the [legal definition of employment law](#) in the United Kingdom.



Employment Status

TYPES OF EMPLOYMENT STATUS: It defines the basic rights and responsibilities people have in the workplace. Find out the work rights for the [main types of employment status](#) in the United Kingdom.



Employment Tribunals

TRIBUNAL PROCEDURES: [Employment Tribunals](#) are a system of courts hearing and dealing with workforce disputes and compensation claims by employees.



Equality Act 2010

EQUALITY ACT: The [UK Equality Act](#) is now a simpler unified legal framework. It covers workplace [discrimination rights](#) towards sex, age, religion, and many more.

EQUAL PAY ACT: The UK [Equal Pay Act 1970](#) now incorporates the UK Equality Act 2010. It provides an equality clause for anyone (men and women) employed in Great Britain.



Fixed Term Employment

FIXED TERM EMPLOYEE: A [fixed-term employment contract](#) is a term which refers to a contractual relationship between an employer and their employee. As a rule it lasts for a specific period of time.



Flexible Working

FLEXIBLE WORKER: Find out how to [request flexible working](#) by making a statutory application. Check out some reasons employers can give to reject flexible working hours and how to appeal.

PART TIME WORKERS: A [part time worker](#) is an individual who gets paid in relation to the partial or total hours worked. It is commonly less hours than someone who works full time.



Industrial Action

STRIKE LAW: Workers have employment rights even while [taking part in industrial action](#) and strikes. Find out how trade unions organise legal industrial action and the law on picketing.



Maternity Leave

HOW MANY WEEKS MATERNITY LEAVE DO I GET? As a rule you will be

entitled to [Statutory Maternity Pay](#) for up to 39 weeks.

You should receive 90% of your salary for the first six weeks and then you get £140.98 per week for the rest of the term. An employer's scheme must pay the same as statutory maternity pay as a minimum.



Mental Health Act 1983

WHAT IS THE MENTAL HEALTH ACT? The guide explains HR legislation UK contained within the [Mental Health Act \(MHA\) 1983](#) in England and Wales.



National Minimum Wage 2018/19

NATIONAL MINIMUM WAGE (NMW): In the United Kingdom, the [National Minimum Wage and Living Wage](#) is the hourly rate which must get paid to all workers aged over 16 years old ([school leaving age](#)).

Find out how different rates and calculations apply depending on your age and what type of work you are doing.

NATIONAL MINIMUM WAGE RATES: The [National Minimum Wage rates](#) change every October in the United Kingdom. Whereas the rate for the National Living Wage changes in April.

Learn how these hourly pay increases provide an annual boost to your standard of living. Click through for the [Welsh language](#) version.



Pensions

WORKPLACE PENSIONS: The government introduced [new workplace pension regulations](#) in October 2012. Employers should now [automatically enrol](#) qualifying workers in an occupational pension scheme.

They should then make pension contributions on their employee's behalf as part of the employer [PAYE scheme](#).



Wages and Salary

PAYMENTS: According to the law, wages include any emolument of employment (salary), any bonus, fee, holiday pay, or commission. Wages include [Statutory Sickness Benefit](#) and [Statutory Maternity Pay](#).

PAY DEDUCTIONS: Employers make up worker wages with salary, bonuses, and holiday pay. So what are your rights [if your employer makes pay deductions](#) from your pay packet?



Workers vs. Self-employed

A WORKER: Workers are any person doing work for another person or organisation. They will most likely get categorised as either [a worker](#) or [a self-employed worker](#).

SELF-EMPLOYED WORKERS: They offer services through a business or profession which they personally run. Rights to the NMW and WTR apply to both workers and self-employed working individuals.



Working Time Regulations

THE UK WORKING TIME REGULATIONS: Workplace legislation applies to most workers in the UK. It includes the implementation of the 1993 EC Working Time Directive into English law, with some exceptions.

48 Hour Week

The [maximum weekly working time](#) of 48 hours may be extended by forming a written agreement. It also allows the worker to end the extension - usually with a seven day notice.

Night Workers

Check out some exceptions to [night working limits](#) and how health assessments work.

Rest Periods

Minimum daily and weekly rest periods of 11 hours rest a day with a right to one day off a week. The [law on rest breaks at work](#) allows at least 20 minutes respite if the working day is longer than six hours.

Annual Leave

In the UK there is a right to 5.6 weeks of [paid annual leave](#) capped at 28 days.

Current List of Employment Laws: Workplace Legislation in the United Kingdom
Last Updated 2018

[Animals](#) | [Benefits](#) | [Boating](#) | [Children](#) | [Flying](#) | [Highway Code](#) | [Housing](#) | [Media](#) |
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