

# The UK Rules

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## Current Employment Legislation UK Law Acts

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. Further 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 their 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

[Agricultural Sick Pay](#) (ASP)

[National Living Wage](#) (NLW)

[National Minimum Wage](#) (NMW)

[Statutory Maternity Pay](#) (SMP)

[Statutory Sick Pay](#) (SSP)

### UK Statutory Payment from April 2017

Rates vary (\*requires 52 weeks of employment)

£7.50 an hour (aged 25 and over)

£7.05 an hour (aged 21 to 24)

£140.98 per week (\*33 week standard rate)

£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

**ABSENCE FROM WORK:** [Absenteeism at work](#) is often the cause of disputes in the workplace. In some cases it can lead to [employment dismissals](#). As a rule, employers and employees have contractual agreed occupational times and places.



## Agency Workers

**EMPLOYMENT AGENCIES:** The [Agency Workers Regulations 2010](#) brings in new UK employment legislation and entitlements. The section outlines key information for agency workers with important law changes.



## 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.



## Contract of Employment

**EMPLOYMENT CONTRACTS:** A [contract of employment](#) exists when one party agrees to pay for work undertaken by another. The contract is usually made as a formal written agreement. But it can also be verbal, by letter, or implied by some other action. It then becomes legally binding between the two parties involved.

**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.

**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.



## 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. Obesity is now classed as a disability when it relates to employment acts and work practices in the UK.



## Disciplinaries

**DISCIPLINARY PROCEDURES:** Dismissal of any employee at work for their contravention of discipline should follow and comply with ACAS guidelines. They have a set Code of Practice for reprimanding employees.

Formal employment law for [disciplinary procedures in the workplace](#) must apply the correct dismissal legislation. This applies to [grievance complaints](#) involving employers and employees around the United Kingdom.



## 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 Law UK

**WHAT IS EMPLOYMENT LEGISLATION?** The [employment legislation definition](#) is seen as a contract of service where mutual obligations exist between employers and employees.



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

in Great Britain.

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## 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.

Employees have a fixed-term contract if their employment contract ends on a definite date with their organisation. It could also be when a specific task or project has already been completed.

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## Flexible Working

**FLEXIBLE WORKER:** To qualify for [flexible working](#), an employee must have at least 26 weeks of continuous employment with their employer. Qualifying employees may apply for a change of working hours, times, or location, in their contract of employment.

**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.

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## Industrial Action

**INDUSTRIAL ACTION LABOUR LAW:** [Industrial Action Laws](#) protect your employment rights legislation if the walkout is in accordance with a properly conducted ballot backed by a Trade Union.

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## 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.

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## Mental Health Act 1983

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

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## National Minimum Wage 2017/18

**NATIONAL MINIMUM WAGE:** 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.

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## Pensions

**WORKPLACE PENSIONS:** The government removed the rule for most employers to provide their workforce access to a Stakeholder scheme. They introduced [new workplace pension regulations](#) in October 2012 resulting from the 2008 Pensions Act.

Employers should now [automatically enrol](#) qualifying workers in an occupational pension scheme throughout the four year stage date period. They should then make pension contributions on their employee's behalf as part of the new employer's [PAYE scheme](#).

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## Wages

**WAGE PAYMENTS AT WORK:** 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](#).

Employee [wage deductions for cash shortages](#), or payments received by an employer from an employee, need prior written consent unless the deduction is required or permitted by law.

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## Workers vs. Self-employed

**A WORKER:** Workers are any person doing work for another will most likely get categorised as either a worker or a self-employed worker.

A 'worker' personally undertakes to fulfill the terms of a contract- written or verbal - for work by done by them. In this instance, the work would not get carried out by a business or profession belonging to the worker.

**A 'SELF-EMPLOYED' WORKER:** They offer services through a business or profession which they personally run. Rights to the National Minimum Wage and Working Time Regulations apply to both workers and self-employed working individuals.

But, the right to redundancy pay and protection from unfair dismissal apply only to employee workers.

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## 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 limit on the average 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

A limit on night workers' average normal daily working time to 8 hours.

## Rest Periods

Minimum daily and weekly rest periods of 11 hours rest a day with a right to one day off a week. Rest breaks at work of at least 20 minutes 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.



## Written Statement of Employment

**THE WRITTEN STATEMENT OF EMPLOYMENT:** These details are often confused with being the employment contract. They are two different - and linked - items.

But the [written statement of employment terms and conditions](#) have longer lasting implications for all employers and employees.

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*Current List of Employment Laws: Workplace Legislation in the United Kingdom*  
*Last Updated 2017*

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