



Employment Rights

National Minimum Wage:

Most people who work are entitled to get paid at least the National Minimum Wage. This includes casual workers, people on zero hour contracts and agency workers. These rates are reviewed yearly by the government. From 1 April 2019, they are:

25 and Over	21 to 24	18 to 20	Under 18	Apprentice
£8.21	£7.70	£6.15	£4.35	£3.90

The rules can be complicated so if you think that you're not getting the minimum wage when you should be getting it, get in touch with us for advice.

Holiday Pay

Almost all workers are legally entitled to 5.6 weeks' paid holiday a year. This includes casual workers, people on zero hour contracts and agency workers. Part-time workers are also entitled to at least 5.6 weeks' paid holiday, but this will amount to fewer than 28 days.

An employer can include bank holidays as part of statutory annual leave.

Workers have the right to get paid for leave, build up ('accrue') holiday entitlement during maternity, paternity and adoption leave, build up holiday entitlement while off work sick and request holiday at the same time as sick leave.

If you think that you're not getting the correct amount of paid holiday, we can help.

What else can we help with?

Our experienced advisers are available to provide face to face, confidential and impartial advice in relation to many different types of employment matters including (but not limited to):

Rest breaks and working hours	Redundancy & TUPE	Changes to contracts	Dismissal
Parental rights	Disciplinary action	Grievances	References

For more information or help about Employment Rights or general advice please contact the Paddock Wood Community Advice Centre at 64 Commercial Road, Paddock Wood, e-mail info@pwadvice.org telephone 01892 838619