

Minimum Wage & Leave Entitlements

Minimum Wage

The minimum wage is a legal right which covers almost all workers in the UK over the age of 16. There are different levels of National Minimum Wage (NMW), depending on the age of the worker, the current rates are as follows:

- People aged 22 and over will receive the full rate of £5.80 per hour
- People aged 18-21 will receive £4.83 per hour
- For those under the age of 18 will receive £3.57 per hour

There are different pay conditions for apprentices

Holiday Entitlements

From October 2007 all workers have a statutory right to at least 4.8 weeks paid annual leave, this is equivalent to 24 days paid holiday if you work five days a week (24 days includes bank holidays). Part-time workers are entitled to the same level of holiday but pro rata. An employee can start building up holiday as soon as they start work and are entitled to be paid their normal salary when they take a leave.

Maternity Leave

Any working pregnant woman has the statutory right to 52 weeks basic maternity leave.

Parental Leave

If you are a parent of a child under the age of 5 or have a disabled child under the age of 18 you have a statutory right to take unpaid time off work to care for them. If you have worked for the same employer for a year or more you are entitled to take:

- 13 weeks off (in total not per year) for each child up until their 5 birthday.
- 18 weeks for each disabled child up until their 18 birthday.