

Young members – Your rights at work

1. You must receive a payslip

A payslip should be given on the day you get paid, or before. It must show a detailed breakdown of the pay you're getting for the relevant time period, plus any deductions such as tax and National Insurance. Your employer can decide whether they provide payslips on paper or online

2. The right to equal pay & minimum wage

UK workers must be paid at least [National Minimum Wage](#), which at the moment is £6.70 as long as you're 21 or over and £5.30 if you are 18 or over.

3. Health and safety laws apply to your working environment

Under the Health and Safety at Work Act (1974), employers have a duty to provide a safe, healthy environment for their employees. This includes providing facilities such as toilets, wash basins and clean drinking water, keeping the workplace clean, ventilated and well lit, and maintaining any equipment used. Anyone working more than six hours must have a break of at least 20 minutes

4. You are entitled to time off for annual leave

Employers must provide employees who work a five-day week at least 28 days of paid annual leave per year. This can include bank holidays

5. The right to trade union membership

Trade unions are organisations of workers who join together to achieve a common goal, like improving wages and working conditions and protecting their trade's integrity.

6. Statutory sick pay

Eligible employees can get Statutory Sick Pay (SSP) of £95.85 per week. You must:

Have done some work for your employer

Earn an average of at least £120 per week before tax

Been ill, self-isolating or shielding for at least four days in a row (including non-working days)

You can get SSP for up to 28 weeks. How many days you can get it depends on why you're off work.

If you're shielding from coronavirus, you can get SSP for the period specified in the letter advising you to shield.

If you're self-isolating, you can get SSP for every day if you have to self-isolate, if you're unable to work from home. You must self-isolate for a minimum of four days to qualify.

If you're off sick for reasons unrelated to coronavirus, you can get SSP from the fourth day you're off sick. The three days before this are known as "waiting days" – you can only be paid for them if you've already received SSP within the last eight weeks, and that included a three-day waiting period.

7. Statutory maternity and paternity rights

Maternity leave and pay

Leave

Employees have the right to take Statutory Maternity Leave, which is 52 weeks.

The first 26 weeks is known as Ordinary Maternity Leave

The last 26 weeks is known as Additional Maternity Leave

You don't have to take all 52 weeks. However, you must take two weeks' leave after your baby is born, or four weeks if you're employed by a factory.

8. The right to not be discriminated against

Under no circumstances can anyone be discriminated against at work for gender, sexuality, age, background, race, religious beliefs, marriage and partnership, pregnancy, or disability.

*Certain criteria applies to the above. The above is set as minimum requirements by law however, your employer may offer enhancements.