

# Employment - Need to know

## Employment Facts for 2010/2011

### Payments for time off work (per week)

	April 2010	11th April 2011
Maternity pay prescribed rate (max)	£124.88	£128.73
Adoption pay (max)	£124.88	£128.73
Paternity pay (max)	£124.88	£128.73
Statutory Sick pay	£ 79.15	£ 81.60
Lower earnings limit	£ 97.00	£102.00

### Minimum wage

	1 Oct 2010	1 Oct 2011
Apprentices (if under 19 or in 1st year)	£2.50	£2.60
Age 16-17	£3.64	£3.68
Age 18-20	£4.92	£4.98
21+ yrs (22+ prior to 1 Oct 2010)	£5.93	£6.08

### Flexible Working

Parents with children under 17 can now request flexible working. This previously only applied to parents with children under 6. However, employers can still refuse the request, with the usual proviso that the refusal should be reasonable.

### Holiday Entitlement

Currently, the minimum statutory holiday entitlement is 5.6 weeks per year, pro rata. For employees working a five day week, this represents 28 day's holiday. For employees working, say, three days a week, their entitlement will be 16.8 days per year.

This entitlement can include bank holidays. The contract of employment should specify whether or not it does. Statutory minimum holiday cannot be carried over to the following year. Some employers may allow additional holiday to be carried over at their discretion.

Rolled up holiday pay, where payment is given instead of days off, is unlawful.

### Equality Act 2010

The main purposes of this Act are to harmonise and strengthen discrimination law. Most of its provisions came into force on 1st October 2010.

