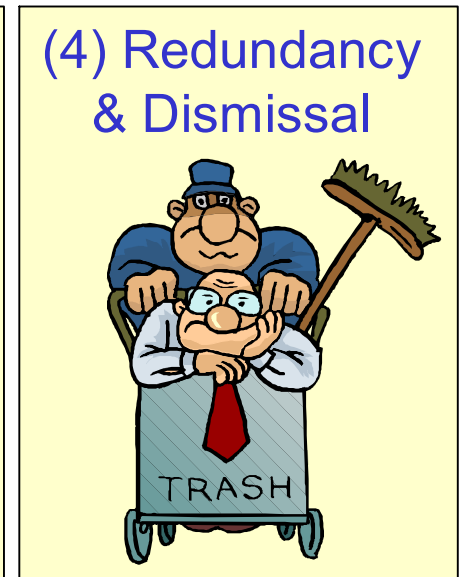




# Employee Well-being & The Law

- There are a large number of laws designed to protect the well-being of employees
- Some have already been looked at with recruitment
- Most are designed to prevent the exploitation of workers
- There are 4 main areas:





# The Laws

- There is much overlap between these areas
- The main laws in each area are:

## Working Arrangements

- The Employments Right Act 1996
- The Employment Regulations Act 1999
- The Part-Time Workers Regulations 2000

## Leave Arrangements

- The European Working Time Directive
- The Employment Act 2002

## Payment Arrangements

- The Wages Act 1986
- The Minimum Wages Act 1998

## Redundancy & Dismissal

- The Employments Right Act 1996
- The Employment Act 2002





# The National Minimum Wage

● There are now 3 levels:

Date	Adult Minimum Wage	Minimum Wage For 18-21 Year Olds	Minimum Wage for 16 & 17 Year Olds
1 <sup>st</sup> April 1999	£3.60	£3.00	-
1 <sup>st</sup> Oct 2000	£3.70	£3.20	-
1 <sup>st</sup> Oct 2001	£4.10	£3.50	-
1 <sup>st</sup> Oct 2002	£4.20	£3.60	-
1 <sup>st</sup> Oct 2003	£4.50	£3.80	-
1 <sup>st</sup> Oct 2004	£4.85	£4.10	£3.00
1 <sup>st</sup> Oct 2005	£5.05	£4.25	£3.00
1 <sup>st</sup> Oct 2006	£5.35	£4.45	£3.30