

# Employment - Need to know

## Employment Facts for 2009/2010

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

	1 April 2008	1 April 2009
Maternity pay prescribed rate (max)	£117.18	£123.06
Adoption pay (max)	£117.18	£123.06
Paternity pay (max)	£117.18	£123.06
Sick pay	£ 75.40	£ 79.15
Lower earnings limit	£ 90.00	£ 90.00

### Minimum wage

	1 Oct 2009
All workers under 18 who are no longer compulsory school age	£3.57
18-21 yrs development rate	£4.83
22+ yrs	£5.80

### 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, has now been declared unlawful.



For further details please contact **Jennie Borgnis** on **01328 863131**