

United Kingdom

Worker Classifications

Employees in the UK may be classified as casual, which means they work as needed. If there is no minimum number of guaranteed weekly hours, a "zero hours contract" may be considered.

Fixed Term Contracts

Fixed-term contracts are permitted in the UK without a maximum duration. However, successive fixed-term contractors for four or more years will be automatically deemed permanent.

Probationary Periods

Probationary periods are permitted in the UK and there is no maximum, but they are customarily for three or six months.

Holidays

Workers are entitled to public holidays as prescribed by their country/state. Most of the UK recognizes 8 bank holidays per year.

Vacation

Workers receive 20 days of paid vacation per year (in addition to the 8 public holidays) and do not carry over year over year. Vacation time is accrued per paycheck and if unused, paid out upon termination.

Sick Leave

Most Workers qualify for Statutory Sick Pay (SSP) if they are sick for at least 4 days in a row. SPP payments are typically a reduced portion of the Worker's normal pay for up to 28 weeks.

Overtime

Overtime is only paid if agreed to in the employment contract and based on Client approval in accordance with business necessity.

Termination

Unless a Worker is guilty of gross misconduct or loses the right to work in the UK, employers are required to dismiss Workers fairly and reasonably. That includes, among other considerations, providing the requisite notice based on the Worker's length of service or payment in lieu, if permitted.

Resignation

Workers must give Client and/or Contractor two weeks' notice of termination of their employment unless otherwise agreed by the parties.