

What do employers have to do to ensure compliance?

- Ensure employees and contractors are not subjected to unlawful discrimination
- Evidence that employees are eligible to work in the UK
- Issue terms of employment in the required time frame
- Give statutory holidays
- Ensure that weekly hours of work don't exceed 48 or the opt out is signed
- Ensure daily and weekly breaks are given
- Make payment of at least the national minimum wage level
- Deduct tax and NICs
- Provide itemised payslips
- Pay statutory sick pay where appropriate
- Provide discipline and grievance procedures
- Provide redundancy pay where appropriate
- Carry out H&S risk assessment
- Ensure employees and visitors work safely
- Carry out data protection checks
- Auto enrol eligible employees into a qualifying pension
- (Where appropriate) carry out driving licence checks
- Follow a process to ensure that any dismissal is legally compliant
- Provide appropriate references