



10 Employment Rights Every Immigrant in the UK Should Know.

(A Simple Guide for Workers & Employees)



Moving to a new country and starting a new job can be overwhelming. UK employment law gives you important protections at work, whether you're a worker or an employee. Knowing your rights helps you avoid exploitation and ensures fair treatment.



Here are 10 key rights you should know as an immigrant working in the UK:

1. The Right to a Written Statement of Terms (Contract)

From day one of starting your job, you are entitled to a written statement outlining:

- 📌 Your job role
- 📌 Pay rate & schedule
- 📌 Working hours
- 📌 Holiday entitlement

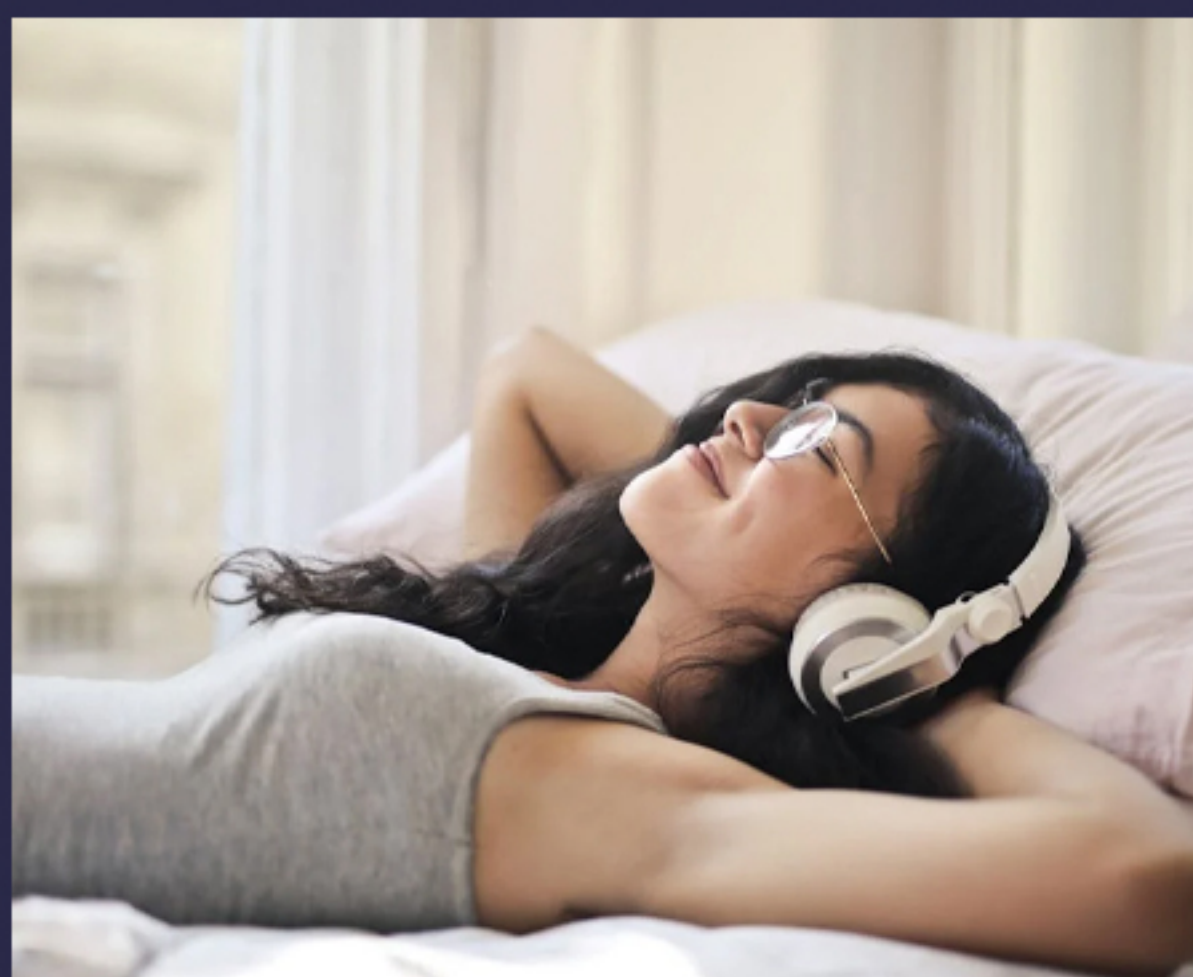
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This is your legal agreement with your employer.



2. The Right to the **National Minimum Wage**

You must be paid at least the legal minimum wage, regardless of immigration status or nationality.

As of 2025, the rate is £12.21/hour for workers aged 21 and above.



3. The Right to **Rest, take breaks and Reasonable Working Hours**

- 📌 You cannot be forced to work more than 48 hours per week on average (unless you opt out).
- 📌 You're entitled to 11 hours' rest between working days and a 20-minute break if you work more than 6 hours a day.



4. The Right to **Paid Holiday**

Full-time workers are entitled to at least 28 days of paid annual leave (including public holidays). Part-time workers get this on a pro-rata basis.

5. The Right to **Equal Treatment**

You must not be treated unfairly because of your race, nationality, religion, gender, age, disability, or immigration background. Discrimination is against the law..

6. The Right to a **Safe Working Environment**

Your employer must provide a workplace that is safe and healthy. You can refuse unsafe work without being punished.

7. The Right to **Statutory Sick Pay (SSP)**

If you are too ill to work, you may qualify for SSP (currently £116.75 per week for up to 28 weeks) if you earn enough and meet eligibility.

8. The Right to **Paid Family Leave**

- 📌 Maternity Leave: Up to 52 weeks (39 weeks paid).
- 📌 Paternity Leave: At least 2 weeks.
- 📌 Shared Parental Leave: Parents can share leave and pay.

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These apply regardless of nationality if you are legally employed.

9. The Right to **Notice & Redundancy Pay**

If your job ends, you must receive:

- 📌 Notice period (minimum 1 week if employed over 1 month).
- 📌 Redundancy pay (if you worked 2+ years and are made redundant).

10. The Right to **Protection from Unfair Dismissal**

After 2 years' service, you are protected from being unfairly dismissed. Some dismissals (e.g, for discrimination or whistleblowing) are automatically unfair from day one.



Quick Tip for Immigrants:

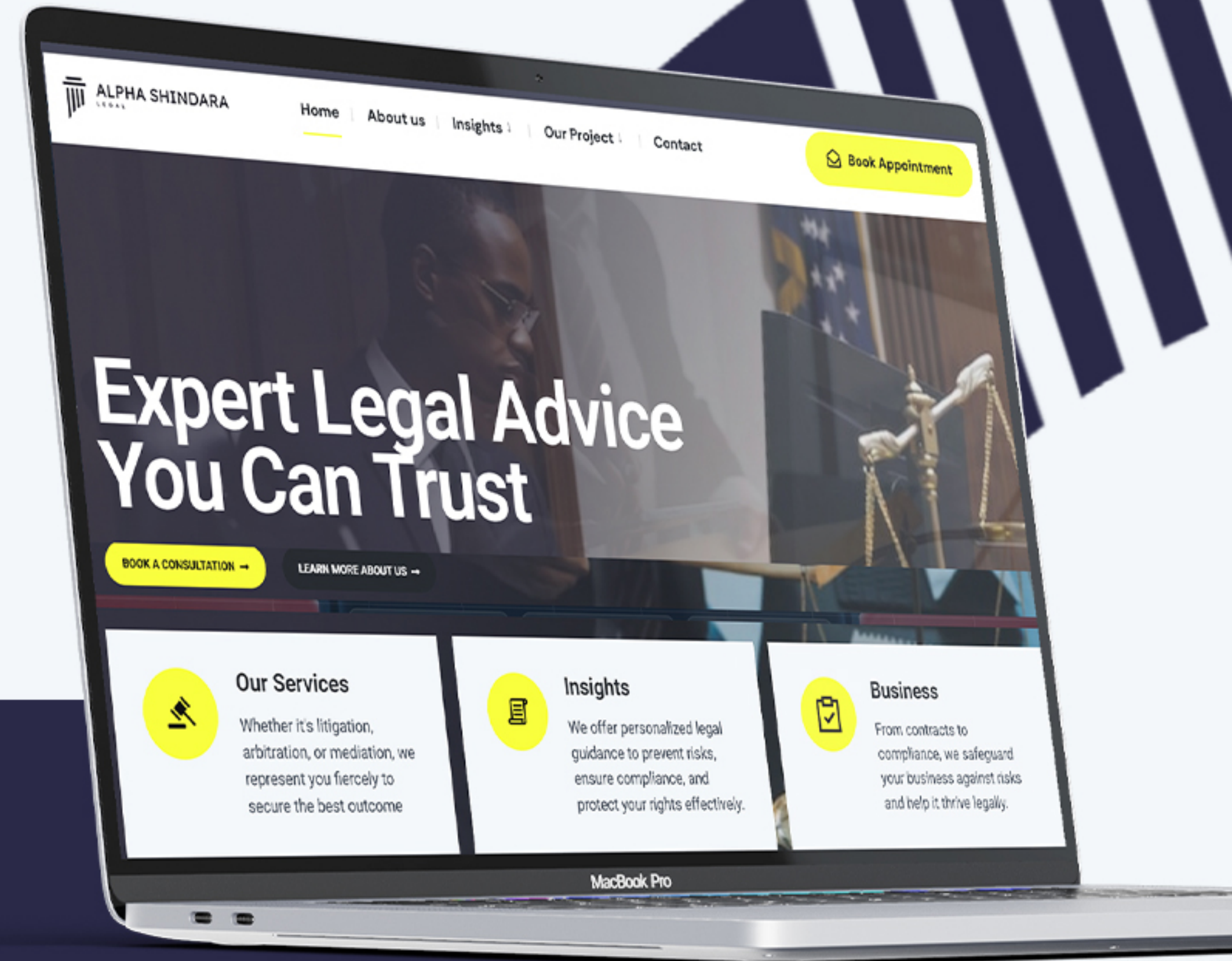
Always keep copies of your employment contract, payslips, and any communication with your employer. These documents protect you if disputes arise.

Final Note

These rights apply to all workers in the UK – whether you're British or an immigrant. Don't let fear or uncertainty stop you from asserting your rights. If in doubt, reach out to us at Alpha Shindara Legal for advice.

Download this as a Free Checklist

So you can keep your rights at hand when starting or working in any job in the UK!



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