

Manchester Workforce Unaware Of Their Rights

Despite Biggest Changes in Employment Law For A Generation



Manchester, Feb 14, 2019 (Issuewire.com) - The UK Government has just introduced the [biggest change](#) to employee rights in a generation, but staggering numbers of Mancunians are completely unaware. The new legislation includes a day one 'statement of rights' for all workers explaining their holiday entitlements, wages, and sick pay rights. British companies who breach workers' rights will face higher fines and the new laws will be more strictly enforced.

But in a survey by [Which?](#), most employees don't know their employment rights until a dispute or conflict occurs and they seek legal advice. While some conflict in the workplace is inevitable, unresolved conflict can quickly get out of control and do irreversible damage to any business. Conflict can have several causes, including personality differences, cultural expectations, malicious harassment and the failure of some employers to understand employee limitations and needs. But the most common conflicts, perhaps unsurprisingly, are about working hours and pay.

Louise Carr from **Employment Solicitors Manchester (ESM)** says, "*We know that employment issues can be extremely difficult to discuss, we also recognise that considering legal action can be a daunting prospect – and that's exactly why our team have a friendly and sympathetic approach to every enquiry we handle.*"

All employees have basic rights in the workplace, including the right to privacy, fair compensation, holiday and sick pay, agency workers' rights, flexible working and parental rights, and freedom from discrimination. A [job applicant](#) also has certain rights even before being hired as an employee. Those rights include the right to be free from discrimination based on age, gender, race, national origin, or religion. For example, a prospective employer cannot ask a job applicant certain family-related questions during the hiring process.

Since the EU referendum vote in 2016, Brexit has taken the vast share of press coverage and the continued uncertainty is already affecting employment and recruitment, especially where employers rely on large numbers of [foreign workers](#) to meet seasonal demands or to work in less desirable sectors.

Not all workers are entitled to statutory employment rights. If you are a freelancer, self-employed or you work for an agency, you are a worker and not an employee, and as such you would not be entitled to the same rights as an employee. However, whether you work as a freelancer or for an agency, you still have the right to receive the minimum wage and the right not to be discriminated against. Others who may not

receive full statutory employment rights include trainee doctors, merchant seamen, police officers and armed forces employees.

Employment Solicitors Manchester's (ESM) Louise Carr said, "*We work tirelessly to find resolutions to employment problems quickly and efficiently. It doesn't matter what you're facing – our experienced team will almost certainly have handled similar situations before – and they're ready to be by your side.*"

The new ESM website covers a wealth of advice on employment issues and is aiming to become the 'one-stop-shop' for Manchester employers and employees.

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