

Guide to Employment Rights 2

Working Part-Time.

Part-time workers are generally entitled to the same legal rights at work as full-time workers. If you are an employee, your contract of employment is likely to provide you with additional contractual rights better than the legal minimum. The law aims to ensure these rights are the same for both full-time and part-time workers. These may include:

- Contractual maternity and parental leave;
- Career breaks;
- Redundancy selection criteria.

Most of the contractual terms will be “pro-rata” to the hours you work.

If you are being treated less favourably because you work part-time, and your employer will not change your terms and conditions to bring them into line with full time colleagues, then you can take a case to an Employment Tribunal.

Almost any

term or condition of your job is covered by the new law, not just pay.

You are covered:

- regardless of the hours you work
- even if you are temporary
- from the day you start work whether you are a worker or an employee

The new law does not decide whether you are a part-time worker by setting a minimum or maximum number of hours you need to work. As long as there are workers doing a similar job, working longer hours than you, and getting better treatment then you can bring a case. You are also covered even if you are a temporary worker, working part-time.