

# **Citizens Advice Hampshire - Introduction to Employment**

## **Handout 2 – Employment Rights Quiz**

For each case, decide:

- What is their employment status?
- Have any of their rights been breached?

1. Jane has applied for a job. After the interview, on the way out of the building, the interviewer asked her if she had plans for the weekend. She said that she was looking forward to her first ante-natal scan. The interviewer went silent for a moment, and quickly left. Jane didn't get the job, and thinks it is because she is pregnant.
2. Joshua works as a life-guard at the local leisure centre. Each week he logs into the system, and signs up for as many (or as few) of the available shifts as he likes. He is paid at the end of the month according to how many hours he has done, and the leisure centre deducts tax and NI. This morning, they said they didn't want him anymore, agreed to pay him for the work he had done, but that he couldn't have any more shifts.
3. Ben is a chef, who works in a restaurant. He has a zero hours contract. He has worked there for nearly a year, although he did book a few weeks off work for holidays. He had to give a month's notice to book this time off. During lockdown, when the restaurant was closed he was furloughed, but worked for a private caterer doing a few shifts. Each Thursday the Head Chef at the restaurant sends out the rota for the following week, and Ben is expected to work the shifts he has been given. Ever since he started, he has been given at least 50 hours work per week, but since things got busy, he has been habitually working for 80-100 hours.
4. Zena works in an insurance office. Her contract of employment says very clearly she is entitled to three weeks off per year. This was explicitly pointed out to her when she signed it when she started work. Last month she asked her boss for a fourth week off, and she said No, she was only entitled to three weeks off, as per the contract.

5. Jim is an expert in computers. Different companies call him up to provide IT support, and fix their computer issues. When he was on site at one company last week, he slipped and fell where someone had spilled something on the floor, and just left it.
6. Goran works as a carer. He has cared for Mrs Hughes for three years, but today, when he went to her house, her family said he wasn't needed any more, and shouldn't come back. Goran went to the Care agency he works for, and they said they would pay him for the work he had done, but that was it. They would try to find him another customer who needs care.
7. Kamil works for a small carpet manufacturer. He works 40 hours per week, every week (except when he gets his 5.6 weeks holiday), and is paid fortnightly in arrears, after Tax and NI. His supervisor trained him to operate the machines, and he goes into the factory and works at the machines, according to what his supervisor asks him to do. His mother's health is deteriorating, so he asked if he could go part-time to care for her, and the Carpet company said no.
8. The following week, Kamil gets a phonecall at lunchtime, asking him to go to the hospital because his mother has had a fall. His supervisor tells him he will have to wait until after work, otherwise he will lose his job.
9. The following week, Kamil is given two weeks notice – he has been sacked. When he asked why, the supervisor said it was because they couldn't have people who kept asking for this and that, they needed more reliable people.