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In or Out of Work?

THE LAW SOCIETY
OF NORTHERN IRELAND



IN OR OUT OF WORK - GUIDE FOR EMPLOYEES

If you have a job

You are entitled by law to information from your employer in writing about the terms and conditions of your employment including:

- Your pay
- Your hours of work;
- Your holiday and sick pay entitlement;
- The notice which you must give and receive to terminate your employment.

Your solicitor can advise you as to the written particulars which you must receive and about how you can enforce this right.

Dismissal

You have the right not to be unfairly dismissed. Employees who have sufficient continuity of service may obtain compensation for unfair dismissal if the reason for or the manner of their dismissal is unfair. Your dismissal may also be wrongful or in breach of contract for which you may be entitled to damages. Your solicitor can advise you about your rights if your employment is terminated and about how to seek redress for unfair or wrongful dismissal.

Redundancy

If you have been made redundant your solicitor will be able to advise you of your entitlement to your redundancy payment and/or of your rights to claim compensation if your redundancy has been unfair.

Wages

There are statutory provisions and procedures which prohibit any unlawful deductions from your wages. Your solicitor can advise you of these rights and how to enforce them.

Discrimination

You have the right not to be unlawfully discriminated against in your employment, or in applying for employment, on the grounds of religious belief, political opinion, sex (including pregnancy and marital status with specific legislation providing for equal pay), disability, race and ethnic origin. You also have the right not to be subjected to harassment in the workplace on any of the above grounds.

If you have been unlawfully discriminated against you may obtain compensation for any injury and losses sustained by you.

Your solicitor can advise and represent you if you feel that you have been unlawfully discriminated against.

Maternity

There are complex statutory provisions regulating both the rights and obligations of employees who are pregnant or have recently given birth. Your solicitor can advise you about your statutory and/or contractual rights to maternity leave, maternity pay and your right to return to work and also about your own important statutory obligations to your employer.

You may be entitled to legal aid for legal advice and assistance in relation to your rights in resolving employment disputes.

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