

Basic employment rights at a glance

Right/Protection	Employee	Worker	Independent Contractor
Right to not be unfairly dismissed (after one year's service)	Yes	No	No
Right to receive written statement of particulars/terms and conditions	Yes	No	No
Itemised payslip	Yes	No	No
Statutory minimum notice	Yes	No	No
Statutory redundancy pay (after two years' service)	Yes	No	No
Protection against discrimination in the workplace	Yes	Yes	Possibly
National Minimum Wage	Yes	Yes	No
Protection against unlawful deduction from wages	Yes	Yes	No
Paid annual leave	Yes	Yes	No
Right to daily and weekly rest breaks	Yes	Yes	No
Pension auto-enrolment	Yes	Yes	No
Right to be accompanied at a disciplinary or grievance hearing	Yes	Yes	No
Rights under data protection legislation	Yes	Yes	Yes
Whistle-blowing protection	Yes	Yes	Possibly
Protection under anti-discrimination law	Yes	Yes	Yes
Statutory sick pay	Yes	Possibly	No
Guaranteed payments	Yes	No	No
Shared parental leave and pay (if qualifying criteria are met)	Yes	No	No
Unpaid time off to care for dependants	Yes	No	No
Right to request flexible working	Yes	No	No
Time off rights (in general)	Yes	No	No
Right not to suffer detriment in certain contexts	Yes	Possibly	No
Protection under TUPE legislation	Yes	No	No
Certain payments on insolvency	Yes	No	Possibly
Health and safety in the workplace	Yes	Yes	Yes