

Overview of key current statutory rights & entitlements by employment status  
n.b. subject to qualifying periods

Statutory Right / Protection	Employee	Worker	Self-employed
Health & Safety legislation	✓	✓	✓
Data Protection legislation	✓	✓	✓
Whistleblowing protection	✓	✓	✓
Discrimination protection	✓	✓	✓
Right to be paid National Minimum / National Living Wage	✓	✓	
Right not to suffer unlawful deduction of wages	✓	✓	
Rights to rest breaks & paid holiday	✓	✓	
Written particulars of employment (Section 1 statement of terms)	✓	✓	
Right to be accompanied at a grievance / disciplinary hearing	✓	✓	
Auto-enrolment into workplace pension scheme	✓	✓	
Right to request a more stable contract	✓	✓	
Statutory sick pay	✓	✓	
Statutory maternity / paternity / adoption / shared parental / bereavement leave & pay	✓		
Right to request flexible working	✓		
TUPE protections	✓		
Protection from unfair dismissal	✓		
Statutory redundancy pay	✓		
Minimum period of statutory notice (notice pay)	✓		
Protection from breach of contract	✓		

This material is for general information only and correct at the time of publication. It is not intended to provide legal advice.

For full details visit [thelegalpartners.com/government-publishes-new-suite-of-guidance-clarifying-employment-status/](https://thelegalpartners.com/government-publishes-new-suite-of-guidance-clarifying-employment-status/)