

# national student employment week



February 2010

## Five Facts

### 1. Part time workers have the same rights as comparable full time workers

Under the Part time Workers (Prevention of less Favourable Treatment) Regulations, part time workers have the statutory right, to be treated the same as comparable full time workers, that is, workers on the same type of contract with the same employer. This is a right you enjoy from day one of your employment.

### 2. National Minimum Wage

From October 2009 the National Minimum Wage is as followed:

- £5.80 an hour for workers aged 22 and over
- £4.83 an hour for workers aged 18 to 21
- £3.57 an hour for workers aged 16 to 17

The government has also promised to extend the adult minimum wage rate to 21-year-olds from October 2010.

### 3. The Working Time Regulations

If you are an adult worker (that is, over 18), you will normally have the right to a 20 minute rest break if you are expected to work for more than six hours at a stretch.

You are entitled to a minimum of 5.6 weeks paid annual leave (28 days for someone working five days a week) For part-time workers you are entitled to the same level of holiday pro rata (so 5.6 times your usual working week, e.g. 22.4 days for someone working four days a week)

### 4. Students are not exempt from tax

Students pay tax and national insurance just as other workers do but you don't pay tax on all your earnings. The standard personal allowance for a single person in the tax year 2009-2010 is £6,475. For the tax year 2009-10, you begin making National Insurance contributions when you earn above £110 a week (the earnings threshold). If you earn less than this you will not need to pay income tax.

If you are planning to work in the vacations ONLY and you know your income will not exceed the personal allowance you can ask to sign a P38 to stop tax being deducted.

### 5. International students

The visa stamp placed in your passport when you first entered the UK determines whether you are allowed to work while studying in the UK. If you do not require a visa stamp in your passport to enter the UK, you are allowed to work without needing a work permit. If, however, your passport is stamped with Employment Prohibition (normally referred to as a code 3) you will not be allowed to work.

International Students are not allowed to work for more than 20 hours per week during term time, you can work full time during the summer vacation.

International Students cannot engage in setting up their own business or self-employment during their stay in the UK.

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