Activity 2 Case studies

1. Joe works in a cafe. He catches the flu and is off work for 3 days. He tells his manager that he is ill on the first day. His friend says "You can't get Statutory Sick Pay unless you're off for at least 4 days."

Is his friend correct? **Yes** ◯ **No** ◯

2. Eva is a 17 year old waitress and earns the National Minimum Wage. She works 25 hours per week. Her birthday is tomorrow.

How much more should her pay be next week?

(NMW for 16-17 is £8.00; 18-20 is £10.85) **Answer:**

3. Can you think of one advantage and one disadvantage of the National Minimum Wage?

Advantage:

Disadvantage:

4. John works in his local pool as a lifeguard. He is contracted to work 6 hours per day and sometimes works an extra 2 hours of overtime. He earns £73.80 for his contracted hours and an additional £24.60 when he works overtime. Next week, John is taking one day's paid holiday and will not work any overtime.

Will his pay be the same, more or less next week? Give reasons for your answer.

Answer:

5. Why do you think employees are entitled to paid holidays? Give one benefit for employees and one benefit for employers.

Answer:

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6. Entitlements for part time workers are in proportion to the number of hours worked. Jane works half the hours of her full time co-worker, Helen. If Helen is entitled to 28 days paid leave, how many days holiday will Jane get per year?

Answer:

7. The local school has advertised for a part time lab technician to work 20 hours per week. A full time technician works 35 hours per week. A job advert stated the salary is £27,300 per annum pro rata.

How much would you be paid a year if you were to be offered this job? **Answer:**

8. Euan and Ian are twins and have just turned 18. Euan has just started the second year of his joinery apprenticeship. His brother Ian works in a call centre as a customer advisor. Both are paid the national minimum wage.

Do they both get paid the same hourly rate? Please explain your answer.

Answer:

9. What do you think of zero hours contracts? Do they suit the employee or the employer?

Answer:

10. Why does an employer not have to pay an apprentice the same as he does another employee of the same age? Do you think this is fair?

Answer:

Once you have completed this activity and saved it to your device, remember to upload it to your Planit portfolio in the JSS Evidence section.

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