

# 18: Your rights as an employee

## Activity 2: Case studies

(Questions and answers based on rates from April 2026.)

1. Joe works in his local supermarket and earns £8.00 per hour. He works 4 hours per day Monday to Friday and 3 hours on a Saturday. He has broken his arm and will be off work for 4 weeks.

To be eligible for Statutory Sick Pay (SSP) he must earn £125 per week.

Will Joe be paid SSP?

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)

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 and earns £104.00 per day. This is for his 6 hours contracted work and two hours overtime. He is taking a day's paid holiday next week.

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

5. Do you think that it is a good idea to give staff paid holidays?  
Give reasons for your answer.

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?

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 £23,000 per annum pro rata.

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

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.

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

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?

# Answers

- Q1 - Joe works 23 hours per week @ £8.00 = £184.00. Yes he will receive SSP as he is paid more than £125 per week.
- Q2 - Eva will be 18 tomorrow and therefore her pay should increase to £10.85 per hour, her pay next week would increase by £71.25.
- Q3 - No right or wrong answer here!
- Q4 - He will be paid less, he will receive his contracted hours which are the 4 hours but will not receive any overtime payment as he will not have worked his 2 hours overtime when he is on holiday.
- Q5 - Again students are giving their own opinion here.
- Q6 - 14 days.
- Q7 - £13,142.85 ( $23,000/35*20$ )
- Q8 - No - Ian is 18 and gets the NMW of £10.85 per hour. Euan is also 18 but on an apprenticeship so will get £8.00 per hour.
- Q9 - Employer is the most expected answer here although some students make state that it gives the employee flexibility especially if they are studying and might not want to be tied into working for a set number of hours per week.
- Q10 - We would hope that the student understands that an employer is investing in the young person by taking them on as an apprentice and that they will gain qualifications and should have a higher earning potential in the long term. There is a cost to an employer to train a young person and they will also have time off for study etc.