

Pay

You should be paid the National Minimum Wage. These rates increase every year and according to your age:

Age	Pay per hour
23+ years	£10.42
21-22 years	£10.18
18-20 years	£7.49
Under 18	£5.28

Agricultural Wages

The agriculture sector has different minimum rates of pay (Agri Wages) which increase according to the level of job.

Grade	Pay per hour
1 - Minimum Rate	£7.54
2 - Standard Worker	£8.13
3 - Lead Worker	£10.16
4 - Craft Grade	£10.92
5 - Supervisory Grade	£11.49
6 - Farm Management Grade	£12.48

If you have a 3 year Ukraine Scheme visa, you should be paid the National Minimum Wage or the Agri Wage.

You should be paid whichever rate is highest for your age and job grade.

Help with employment problems

Help is available for workers who experience ill-treatment in the workplace. If your employment rights are not being respected, please speak up.

PSNI (non) Emergency ☎ (101) 999

You or another person is in immediate danger in the workplace

UK Modern Slavery Helpline ☎ 08000 121 700

Information and advice about modern slavery and human trafficking

Law Centre NI ☎ 028 90 244 401
www.lawcentreni.org

Information and assistance on employment matters as well as visas and social security

STEP NI ☎ 028 87 750211
www.stepni.org

Support for Ukrainian agricultural workers

Ukraine Assistance Centres
www.nidirect.gov.uk/articles/ukraine-assistance-centres

General information about problems with work, visas, healthcare, education, housing including rent, social security, etc.



Employment Rights for Ukrainian Workers



All workers have employment rights. This leaflet provides a summary of your rights. For more information visit:
www.nidirect.gov.uk/articles/employment-status



Workplace Standards

Your employer has a legal responsibility for your health and safety at work and must:

- carry out a risk assessment
- provide you with necessary safety information and training
- provide you with free essential protective clothing and equipment.

You have the right to feel safe and respected in the workplace and you should not experience discrimination. Any physical violence, verbal abuse, threats or intimidation - whether caused by your employer, your supervisor or by your colleagues – is never acceptable and is against the law.

Your identity documents belong to you - your employer should not keep your passport or any other of your possessions.

You have the right to join a trade union.

Payslips

You should receive a payslip on the day you are paid. It can be electronic or hard copy and should include:

- the amount you earned;
- any deductions from your wages;
- the reason for these deductions;
- your pay after these deductions.

Deductions

Tax and National Insurance is deducted directly from your wages. In addition, your employer can deduct expenses for other charges such as accommodation and transport but only if you have agreed to these deductions in advance.

If you are paid minimum wage, your employer cannot deduct more than £9.10 per day for costs such as rent or accommodation.

Written Terms and Conditions

Your employer must give you written Terms and Conditions within eight weeks of you starting work. It should include details of:

- business name
- your job title or description of work
- your pay
- your start date
- hours of work
- where you work
- holiday entitlement
- sick pay arrangements
- notice periods
- how to complain
- pension schemes

Your Terms and Conditions cannot be changed without your agreement. It is an important document and so keep a copy.

Working Hours and Breaks

- You cannot work for 48+ hours per week unless you freely agree to do this by signing a document.
- You should be paid overtime if you work more than eight hours in a day or forty-eight hours in a week.
- You are entitled to rest breaks of at least 20 minutes for 6 hours+ continuous work. Rest breaks are usually unpaid.
- You are entitled to rest between the days you work. The minimum rest period between each working day is 11 hours.

Children Working

Children must attend school until they are 16 years old. A child aged 13 years and older is allowed to work part-time. Any work should not interfere with the child's education.

Holiday Pay

You are entitled to holiday pay, which depends on how much you work. Use this calculator:

www.gov.uk/calculate-your-holiday-entitlement

Sick Pay

If you are ill for between 4 days and 28 weeks and usually earn £123 or more each week, you are entitled to sick pay.

Ukraine Scheme

If you have received a three year visa under the Ukraine Scheme, you can work for **any employer and in any sector**. This applies to any of the three routes:

- Homes for Ukraine (Sponsorship Scheme)
- Family route
- Ukraine Extension Scheme

You have the same rights in the workplace as British and Irish citizens. If you are unable to work, or lose your employment, you can apply for social security benefits such as Universal Credit.

Seasonal Worker Visa

This six month visa was automatically extended until 31 December 2022 for all Ukrainians. Seasonal Worker visa holders must work for a named employer (your 'sponsor'). However, it is possible to transfer to a different employer as long as you stay working within the same sector. Your employer should explain how you can 'transfer' on request.

You are strongly advised to apply to the **Ukraine Extension Scheme**, which provides greater rights and entitlements.

www.gov.uk/guidance/apply-to-stay-in-the-uk-under-the-ukraine-extension-scheme