

Key differences between the rights of employees, workers and self-employed

	Employee	Worker	Self-Employed
Protection from unfair dismissal and redundancy payment	✓	✗	✗
Statutory sick pay and family-friendly rights	✓	✓	✗
National Minimum Wage	✓	✓	✗
Working Time Regulations, including right to paid holiday and limits on working hours	✓	✓	✗
Equal pay, protection from discrimination and whistle blower protection	✓	✓	✗
Statutory minimum notice period	✓	✗	✗
Right to have a grievance heard	✓	✗	✗
Implied duties, such as mutual trust and confidence and not to compete against employer	✓	✗	✗
Employer must provide work and individual must accept offer of work	✓	✓	✗
Level of integration into the employer's business	Fully Integrated	Partial integration, for example if they have to wear a uniform and have an appraisal	Not integrated into the business, for example, not presented as the business, use their own equipment and email address