

Employers rights and responsibilities essay sample



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1. 1 U. K. Law covers the following aspects of employment: Minimum wage, Hours worked, Discrimination, Health and safety, Holiday entitlements, Redundancy and dismissal, Training, Disciplinary procedures, Union rights and consultation, among many others. Labour law covers the deal between employee and employer. Health and safety laws cover working conditions, and minimum wage and other laws set basic compensation levels. The Equality Act protects those of different gender, race, age, sexual orientation, religion or disability, from discrimination. We also have the Disability Act, Manual Handling Operations and Regulations, Data Protection Act, and more.

1. 2 The main aspects of current employment legislation are:

- * Hours worked
- * Discrimination
- * Health and safety
- * Holiday entitlements
- * Redundancy and dismissal
- * Training
- * Disciplinary procedures
- * Union rights

1. 3 Legislation relating to employment exists to protect both the employees and the employers as it provides rules and regulations that must be followed.

1. 4 Identify sources and types of information available to employment responsibilities and rights could include: HR department

Line manager

ACAS

Citizens Advice Bureau

Community Legal Advice

Access to Work

Additional Learning Support

Advice from trade unions and representative bodies

2. 1 Give a brief explanation of what your contract asks of you for. Hours: I am contracted to work 39 Hours, Monday to Friday 9-5. Holiday entitlement: 21days a year

Salary: £7. 00 per hour

Sickness leave: 7 days to self-certify, doctors note if exceeding 7 days

2. 2 Pay slip

Gross wage; the amount earned before any deductions.

Fixed deductions; if there is a fixed deduction need to be shown. Tax/NI; the amount deducted for both tax and national insurance (NI) Net amount; The total of earned wage after deductions.

Part-payment; if there has been any other methods of payment such any cash.

2. 3 Raising a grievance at work.

If possible have an informal discussion with manager/supervisor. Next step is put in writing the grievance and give to manager, do a few copies in case you need to forward the written grievance further. If still not satisfied with the process then send a copy to the line manager or company manager.

Grievance meeting date should shortly follow after written grievance is

received. Once the meeting is over and a decision has been made it will be written and send to the employee. If after the meeting the employee is still not happy with the outcome, the employee still has the right to appeal. Once the appeal has reached a decision this will be final.

2. 4 Name, address, contact number, health issues, next of kin details.

2. 5 Health and safety; as an employee to follow laws and company policies and to report any issues that breach these and case risk. Uniform; as an employee to wear the correct clothing and follow company policies on jewellery. Professionalism; to remain profession at all times and ensure good practice with your job role. Confidentiality; to ensure that any information is to remain, with the individual's involved unless there is a risk of harm. Protect/safeguarding; ensure to keep self, colleagues, visitors and service users safe from harm. Duty of care; guidance on the role of a social care worker to provide the best practice. Follow all company's policies and procedures at all times.

3. 1 My role as care assistant fits within the service provider by providing care to the individuals that use the service. I Work in a person centred way and provide the level of support that each service user requires. Without the carers there would be no one to deliver the service to the individuals. Carers provide support to the individuals to ensure they remain safe and well and maintain a good quality of life.

3. 2 My role as carer effects the service provision as without carers the service would not be able to deliver the care that the service users require in

a person centred way. The service provision would then be of no use to anyone and individuals may be shorter lives and unnecessary suffering.

3. 3 My role links with the wider sector as carers are the individual service user's main point of contact and whom they communicate with on a regular basis and build up friendships and trust. This helps as it enables all sectors involved in the provision of the care to be able to get information required and monitor the individual's quality of life and general health ensuring they get the assistance and support they require.

3. 4 The main roles and responsibilities of representative bodies that influence the wider sector are to ensure that all individuals using the services they provide are given the best possible service and experience possible while everyone remains safe and able to carry out their role to the highest of standards.

4. 1 What different types of occupational opportunities are there for you? What might you want to learn or study to become?

4. 2 What sources of information are there relating to your chosen career pathway? Where can you go to learn and what will you need to help you learn?

4. 3 What are your next steps in your career pathway? What do you want to do and how are you going to do it?

5. 1 Identify occasions where the public have raised concerns regarding issues within the sector? * Patients being discharged from hospital in the middle of the night. * Undercover cameras in care homes showing

unacceptable behaviour from the workers to the service users. * Service users not receiving person centred care and just left to sit in a room with no stimulation or activities.

5. 2 Patients being discharged from hospital in the middle of the night- some find this unacceptable as elderly and vulnerable people are being turned out in the night sometimes with no one at home waiting for them. Others may find this perfectly normal as if you are well then you should return home and not bed block the hospitals increasing bed shortage.

5. 3 people are caring for their elderly relatives at home for as long as they possibly can, some even give up their jobs to do it full time. This has occurred due to the issues mentioned in the answer 5. 1. Some people think that if it happens in one home/hospital it happens in them all therefore avoid them for as long as possible to reduce the possibility of it happening to them.

5. 4 Some recent changes include additional paper work and staffing levels. It seems more and more paper work is to be completed on a daily basis which is taking up valuable time that could be spent with the service users in activities or one on one time. Additional bank staff are now employed to ensure that there are staff available to cover holidays and sickness leave providing a safe place for everyone.