

# Chantelle hennessey essay sample

Law



**ASSIGN  
BUSTER**

Understanding employment responsibilities and rights in health, social care or childrens and young peoples settings

Task A short answer questions.

Imagine you are a newly appointed supervisor manager within your service. You need to update your staff handbook to reflect current employment law.

Identify 3 different sources of information you could use to enable you to do this.

Working time directive, 48 hours limit unless you opt out.

Health and safety at work 1974 skills for care. Essential standards of quality and safety CQC.

Once you have identified a reliable source of information.

a) list 3 aspects of employment covered by law?

Minimum wage

holiday entitlement

safety

b) list 3 main features of current employment legislation.

Employment rights

equalities and discrimination

health and safety legislation

c) briefly outline why employment law exists

Employment law exists because its there to protect workers and their employees. For example against discrimination. Everyone is equal to remain safe within work. Chantelle Hennessey

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Task b your work role

Describe the terms and conditions of your employment as set out in your contract of employment or employment agreement.

Every year we will be on a six months probationary period it describes your job role and I am contracted to 18 hours a month. I do work over tie and I am not contracted with my 1-1. we have been given a employee handbook which has all important policies and procedures in annually to update our knowledge on policy and procedures and to sign to agree.

Describe the information which needs to be shown on you payslip statement.

Gross pay

total amount of money on your pay day mine is 31st of every month

deductions due to tax on national insurance

holiday pay etc

national insurance number

tax code

pay rate

identify two changes to personal information which you must report to your employer. Bank details if you change banks

change address

Describe the procedure to follow if you wanted to raise a grievance at work. You may describe this in writing or produce a flow chart or diagram.

1. discuss with team leader
2. discuss with management ask for a meeting explain your reason for meeting etc
3. whistle blow
4. we have incident reports and we can report to safeguarding.

Explain the agreed ways of working with your employer in relation to the following areas.

Data protection

all personal information about staff and service users is kept locked away in the office. Grievance