



UNITED KINGDOM

WORKING Welcome to GOV.UK

Working Hours

In the UK, standard working hours are generally from Monday to Friday, 9 am to 5 pm. However, many organizations provide some flexibility within these hours, with various systems of flexible working or variable schedules to accommodate employees' other commitments.

Holidays

Most permanent employees working five days a week are entitled to at least 28 days of paid holiday (annual leave) each year, which includes bank holidays. Employers may choose to offer additional annual leave at their discretion. The holiday entitlements for temporary staff and contractors differ and should be clarified with the employer prior to starting the role. Self-employed individuals do not receive annual leave.

Bank Holidays

The UK observes eight regular bank holidays. While many organizations close on some or all of these dates, certain sectors, such as leisure and hospitality, may remain open.

Bank Holiday Dates:

- 1 January – New Year's Day
- 29 March – Good Friday
- 1 April – Easter Monday
- 6 May – Early May Bank Holiday
- 27 May – Spring Bank Holiday
- 26 August – Summer Bank Holiday
- 25 December – Christmas Day
- 26 December – Boxing Day

If a bank holiday falls on a weekend, a substitute weekday is designated as a bank holiday, typically the following Monday.

Visas and Eligibility to Work

Depending on your nationality, the purpose of your visit, and the length of your stay, you may need to obtain a visa before entering the UK. Visas confirm your right to live and/or work in the country. To determine if you require a visa, complete a [short questionnaire](#) on the [GOV.UK](#) website. However, this area can be complex, and the regulations regarding who can work in the UK are subject to change. As a general guideline, keep in mind:

- Never assume that a visa will be granted.
- An expired visa does not guarantee an extension.
- You cannot commence work until a visa has been issued, even if permission has been granted.
- Visas may still be denied, even with permission to work granted.
- It is your responsibility to manage your visa; if it lapses, your right to live and/or work in the UK may become invalid.

For the most current information, visit the [UK Border Agency](#) website.

Tax and National Insurance

To work in the UK, you must apply for a [National Insurance number](#). This unique identifier allows you to pay the taxes and National Insurance contributions required from all workers in the UK. Tax rates vary based on your earnings, and not all income is taxable. Typically, tax and National Insurance contributions are deducted directly from your pay through the PAYE (Pay As You Earn) system. Additional information can be found in the tax section on the GOV.UK website.

Pensions

Since National Insurance contributions are mandatory in the UK, your payments contribute to your entitlement to the [State Pension](#) upon retirement. In the past, many UK employers offered optional workplace [pension schemes](#). However, changes to the law in 2013 mandated that employers enroll the majority of their workforce in some form of pension scheme. This process, known as auto-enrolment, will be implemented gradually until 2018. Discuss with your employer the type of pension scheme they provide and how it pertains to you.

Benefits

Some foreign nationals residing in the UK may qualify for state benefits, like [Universal Credit](#) depending on their work and social circumstances, which may be subject to means-testing. To learn about your eligibility for [benefits](#), please refer to the benefits section on the [GOV.UK](#) website.

Disability

UK law provides substantial protection against discrimination for [disabled workers](#). The Equality Act 2010 specifies the rights of disabled employees, including the necessity for reasonable adjustments in the workplace. Most businesses are eager to accommodate such adjustments, so disabled workers should discuss their specific needs with their employer before starting their position.