



Hire in the UK in 3 easy steps



Gold country

The United Kingdom is known for its rich history, cultural diversity, iconic landmarks like Big Ben, contributions to literature, and global influence in music and sports. It's important to note that the country is also known for its educated and diverse workforce. Let us show you why and how you can hire and manage your remote team from the UK.

Onboard your talent the UK in 10 minutes

If you're considering hiring your next candidate in the UK, you've landed in the right place. After helping hundreds of businesses onboard their remote hires, we have achieved excellent expertise in the country. Our team of experts and tech solutions will make this incredibly easy for you.



Accelerated onboarding

Fast-track your talent onboarding while ensuring 100% compliance with local regulations



Expense check

Identify taxable talent expenses easily. No more manual sorting & human errors. Get 100% protection from tax liabilities



Equipment management

Send laptops and other devices to your remote employees in the UK through our platform with just a few clicks



Guidance & payroll management

Receive process support by an experienced team of experts & pay your talent on time and in their local currency

Hire in the UK through an EOR

Easily onboard your remote talent in the UK through our Employer of Record (EOR) solution. Our subsidiaries and network partners make this process fast and 100% compliant.

A quick overview of the United Kingdom

 Time zone UTC+01:00	 Paid leave 28 days	 Minimum wage £10.42 (Hourly)
 Currency GBP	 Public holidays 09 days	 Payroll frequency Monthly

What makes the UK's talent great?

British professionals are known for their strong work ethic and dedication. This commitment to excellence often sets the stage for outstanding achievements. **The UK's historical global reach has facilitated connections with people and ideas from around the world.** This exposure to different cultures and perspectives has contributed to the breadth and depth of its talent.



Educational excellence & creativity

The UK is home to some of the world's top universities and educational institutions. These institutions provide **rigorous education and training, nurturing a skilled workforce** across various fields. British culture has a long history of innovation and creativity, from literature and arts to technology and sciences.



Diversity and multiculturalism

The UK's talent pool benefits from its diverse population and multicultural heritage. This diversity fosters a range of **perspectives, ideas, and approaches that enrich creative thinking** and problem-solving.



Research and Development

The UK invests significantly in **R&D across various sectors**, contributing to breakthroughs and advancements that attract and nurture top-tier talent. The country also offers a supportive environment for talent, including funding opportunities, **mentorship programs, and networking platforms.**

Basic facts

The United Kingdom of Great Britain and Northern Ireland (UK) is an island country that sits northwest of mainland Europe. It is made up of mainland Great Britain (England, Wales, and Scotland) and the northern part of the island of Ireland (Northern Ireland). It has numerous smaller islands. The UK is low-lying in the east with mountains in the north of England, Scotland, Northern Ireland, and Wales. Services, particularly banking, insurance, and business services, are key drivers of GDP growth.

**Please note that the official currency is the currency of remuneration when employed through WorkMotion in the UK.*

 Capital London	 Currency British Pound Sterling (£)	 Languages spoken English
 Minimum wage 2023 £10.42 per hour (For 23 years and above)	 Population 67.33 million (2021 est.)	 Cost of Living index : \$\$\$\$ (27-139 nations)
 Payroll Frequency Monthly	 GDP - real growth rate 20%	 VAT - standard rate 7.4% (2021 est.)

Statutory Holidays

Bank or public holidays do not have to be given as paid leave. Employers can choose to include bank holidays as part of a worker's statutory annual leave. A substitute holiday system applies for certain holidays falling during the weekend. The following Monday will normally be the substitute day.

The national holidays mentioned below are valid for the year 2023.

Date	Holiday Name	Extra Information
January 2	New Year's Day	Substitute day
April 7	Good Friday	Movable
April 10	Easter Monday	Movable
May 1	Early May bank holiday	
May 8	Bank holiday for the coronation of King Charles III	
May 29	Spring bank holiday	Movable
August 28	Summer bank holiday	Movable
December 25	Boxing Day	
December 26	Christmas Day	

Contract sharing time

The approximate time for sharing the contract with an employee in the UK is 3 business days assuming no special requests or changes to our standard employment contract. Any such requests or changes would need to undergo internal or external review, directly leading to a time delay.

Note

This number is subject to change and is only an estimation of the Contract Sharing Time. The estimated Contract Sharing Time begins from the moment that WorkMotion has received all required information from both the client and the employee.

What you need to know

- ✔ There is no statutory entitlement to severance payments except for redundancy dismissals.
- ✔ Employers are mandated to provide workplace pensions.
- ✔ Employees are entitled to the majority of statutory employment rights, while other types of workers (such as independent contractors and workers) are not.
- ✔ There is no specific legal provision on the regulation of remote work but there is a provision for flexible working which allows employees to apply for work from home if they have worked continuously for the same employer for the last 26 weeks. It is known as making a statutory application.

Labour conditions

Working hours

Employees cannot work for more than 48 hours a week, normally averaging over 17 weeks. Employees can choose to work more by opting out of the 48-hour week. Workers have the right to one uninterrupted 20-minute rest break during their working day if they work more than six hours a day. Workers also have the right to 11 hours of rest between working days.

Overtime

For an employee to work overtime it must be stated and agreed upon in the contract. Usually, employees cannot be forced to work more than an average of 48 hours per week. Employers do not have to pay workers for overtime as long as the average pay for the total hours worked does not fall below the National Minimum Wage. The employment contract must include details of any overtime pay rates or paid time off in lieu of their regulations.

Probation period

There are no statutory provisions for probation periods in the United Kingdom so the exact terms of this period are governed by the employment contract, typically lasting between three and six months.

Termination notice period

Employers may offer payment in lieu of notice or a different notice period in the employment contract. Employers may ask the employee not to come to work, or to work at home or another location during the notice period. This is called gardening leave. Employees get the same pay and contractual benefits when put on gardening leave.

Length of Service	Notice Period
1 month – 2 years	1 week
2 years – 12 years	1 week for every completed year of service
More than 12 years	12 weeks

Leave / time off

Annual Leave

Statutory paid holiday entitlement is limited to 28 days for employees working six-day workweeks. Part-time workers are entitled to at least 5.6 weeks' paid holiday. For example, if they work 3 days a week, they must get at least 16.8 days' leave a year (3×5.6). The general notice period for taking leave is at least twice as long as the amount of leave a worker wants to take, plus one day.

Sick Leave

Employees in the UK are entitled to Statutory Sick Pay for up to 28 weeks, paid by the employer. If an employee is absent from work for more than seven days, they must provide a note from their doctor to document their Sick Pay obligation. This includes non-working days such as weekends and bank holidays. If an employee is ill just before or during their holiday, they can take the time as sick leave instead.

Parental Leave

Employees are entitled to 18 weeks of unpaid parental leave for each child or adopted child, up to their 18th birthday. A maximum of four weeks per year for each child can be taken for parental leave (unless the employer agrees otherwise).

Parents can share up to 50 weeks of leave and up to 37 weeks of pay between them. They need to share the pay and leave in the first year after the child is born or placed with their family.

Maternity leave

Employees (not workers) are eligible for a Statutory Maternity Leave of 52 weeks:

- Ordinary Maternity Leave – first 26 weeks,
- Additional Maternity Leave – last 26 weeks.

Employees do not have to take 52 weeks but they must take two weeks' leave after their baby is born. Statutory Maternity Pay (SMP) is paid for up to 39 weeks:

- 90% of the employee's average weekly earnings (before tax) for the first six weeks,
- £172.48, or 90% of their average weekly earnings (whichever is lower) for the next 33 weeks.

Employers can reclaim 92% of employees' Statutory Maternity Pay (SMP) from the Her Majesty's Revenue and Customs (HMRC).

Paternity leave

When an employee takes time off because their partner is having a baby, adopting a child, or having a baby through a surrogacy arrangement, as the father they might be eligible for:

- One or two weeks of paid Paternity Leave,
- Statutory Paternity Pay paid by the employer,
- Shared Parental Leave and Pay.

Other Types of Paid Leave

Parental Bereavement Leave

Employees can take two weeks of leave from the first day of employment for each child who has died before they turn 18 or is stillborn after 24 weeks if they are eligible. Eligible employees may be paid statutory parental bereavement pay at either £172.48 a week or 90% of average weekly earnings (whichever is lower).

Unpaid Leave

Time Off for Family and Dependents

Employees are allowed time off to deal with an emergency involving a dependent. The time off allowed is described as reasonable but there is no set amount of time as it depends on the situation. There are no limits on how many times an employee can avail of this leave.

Statutory benefits

The paid contributions to the National insurance tax depend on the employee's category letter.

- Most employees have a category letter A to which employers contribute 13.8% whilst employees contribute 12%.
- Category letter X is used for employees who do not have to pay National Insurance (i.e employees under the age of 16 do not need to make contributions).

All employers must auto-enroll their workers in the new UK workplace pension scheme. The minimum contribution is 3% from the employer, and 5% from the worker. The actual contribution to be paid by the employer is dependent on the pension scheme chosen by them.

Social security schemes in the UK include the following:

Category	Employer Rate (% of total earnings)
National Health Service (NHS)	Sickness, unemployment, death of a partner, or retirement. Payment of National Insurance contributions.
National Health Service (NHS)	National Health Service (NHS) Medical, dental, and optical treatment Free of charge only to people who live in Great Britain and Northern Ireland.
Child benefit and Child Tax Credit schemes	Bringing up children - Not applicable
Disabled persons or carers	Bringing up children Not applicable
Employer-sponsored	Maternity, paternity, and adoption Non-contributory

Health Insurance

The services of the state health insurance system are normally provided as cash benefits or as benefits in kind. Insured parties are entitled to:

Other Insurances

Accident Insurance

In the UK, employers are obliged to grant mandatory life insurance and work accident insurance to employees. The policy must cover them for at least £5 million and come from an authorized insurer.

Unemployment Insurance

In the UK, unemployment insurance is governed through the Job Seekers Allowance (JSA) and funded by the National Insurance Contributions.

Public Pension

In the UK, the default retirement age (forced retirement age of 65) no longer exists. Individuals can keep working after they reach the State Pension age. The law protects them against discrimination, e.g. if they apply for a new job, they do not have to provide their date of birth.

There is a state pension age, which is the earliest age an individual can start receiving their State Pension. It may be different from the age an individual can get a workplace or personal pension.

Other Statutory Benefits

Work pension

All employers must auto-enroll their employees in the new UK workplace pension scheme. The minimum contribution is 3% from the employer, and 5% from the employee.

Disclaimer

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