

UK-EMPcon11

Casual employment contract (zero hours contract)

Contract of Employment

Dated: [\[date\]](#)

Name: [\[name\]](#)

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Schedule Data Protection Act 2018 Compliance

2.3. [Previous employment with [name of employer] from [date] to [date] counts as].

3. Trial period

3.1. Your employment is subject to a trial period of [3] months. If at the end of that time, we are satisfied with,

3.2. If during or at the end of your trial period, we are dissatisfied with your work, we may terminate your employment by [one] week's notice. If you,

3.3. The Company reserves the right to extend the

4. Job title and job description

4.1. Your job title is [job title].

4.2. Your main tasks and responsibilities are set out

4.3. You now agree that we may change your job description or ask you to do a different job of a similar status and requiring similar skills. We may also ask you to perform duties additional to those now envisaged or those actually undertaken at,

4.4. Your duty is to perform your job to the best of your

5. Place of work

5.1. Your normal place of work is our above address but we reserve the right to change this to [25]

5.2. You agree to work at any other place we reasonably require, including the premises of any customer, client or contractor ■■■■■■■■■■, ■■■■■■■■■■ [25] ■■■■■■■■■■.

6. Hours of work

6.1. There are no normal or fixed working hours for this employment and you are required to work at such times and for ■■■■■■■■■■
■■■■■■■■■■.

6.2. The Working Time Regulations of 1998 impose an obligation on employers to ensure that employees do not work more than an average of 48 hours per week. By agreeing to the terms of this ■■■■■
, ■■■■■■■■■■
■■■■■■■■■■ 48 ■■■■■■■■■■.

OR

6.3. The Working Time Regulations of 1998 impose an obligation on employers to ensure that employees do not work more than an average of 48 hours per week. By agreeing to the terms of this contract, you have opted out of that provision and the 48 ■■■■■■
■■■■■■■■■■.
■■■■■■■■■■ - ■■■■■■■■■■
■■■■■■■■■■.

AND

6.4. You will be required to comply with any time keeping or record keeping scheme introduced for ■■■■■■■■■■
■■■■■■■■■■.

7. Training

7.1. We provide training for employees at [our head office / a location chosen by us]. The details of the ■■■■■■■■■■
■■■■■■■■■■.

7.2. You must complete the training to the level required by [Employer name]. It is in our discretion as to whether you have completed the training to a satisfactory level. ■■■■■■■■■■
■■■■■ (■■■■■■■■■■) ■■■■■■■■■■
■■■.

.....

11.5. You agree at any time we ask, whether or not you are absent from work, to undergo whatever medical examinations we believe are appropriate (.....)
.....
..... [..... /]
....., ,
..... ,
.....

11.6. Provided you have complied with the general terms relating to sickness absence referred to above, you will
.....
..... [.....]
..... .
.....

OR

11.7. The Company does not make any
..... ,

11.8. Payments of sick pay include statutory sick pay and will be reduced by any state sickness
.....
..... , 3 “ ”
.....

11.9. In any case where you have a claim in law for compensation against a third party in respect of circumstances causing you
.....
.....
..... . [.....
.....] .

12. Work outside the United Kingdom

You will not be required to work outside the United Kingdom for
..... [.....]
.....
.....

13. Pension

13.1. We shall [redacted].

13.2. Contributions to the scheme are made by you and by us. [redacted], [redacted] [redacted] % [redacted], [redacted] [redacted], [redacted] %.

14. Collective agreements

The Company has made an agreement with [union] which [redacted] [redacted], [redacted]. [redacted] [redacted].

15. Other business or employment

15.1. You must devote the whole of your [redacted] [redacted].

15.2. You may not under any circumstances do [redacted] [redacted].

15.3. You may not do other work (even voluntary work), or engage in any other business [redacted] [redacted]. [redacted].

16. No competition

16.1. The following restrictions apply whether intended [redacted] [redacted].

16.2. You agree that you will not within [three] years of termination of this contract directly or indirectly, advise, [redacted], [redacted].

.....

21.2. If you bribe (or attempt to bribe) another person, intending either to obtain or retain business for the Company, or to obtain or retain,
.....,
.....
.....
.....,
.....
.....

22. Disciplinary and grievance procedures

22.1. The Company's disciplinary and grievance procedures are those set,
..... ("").

22.2. The formal grievance procedure need not be your first step in bringing to our attention a work related problem. We encourage,
.....,
.....
.....,

22.3. The law gives you both rights and obligations in respect of these procedures. You now agree to,
.....,
.....

23. Notice of termination of employment

This is the period

23.1. During your ;

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..... ".....".

....., ".....",
.....
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2. Data Protection

2.1.
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2.2.,
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2.3.
..... 1

3. Legal basis of processing your personal data

3.1.
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3.2.
.....,
.....,
.....,
.....

4. Change in the legal basis of processing

4.1.
.....

.....

4.2.

4.3. [..... -].

5. Disclosure and/ or sharing of your personal data

5.1.

5.2.

5.3.

5.4.

5.5.

.....“.....
.....”.

4. Job title and job description

A job title is not strictly required; a job description is. If the description is short, it can be stated in the contract. If it is contained in another document, then that document must be
.....

Provision for change is important. If it is not included in the contract, then any attempt by you to change the place or type
.....

5. Place of work

The main purpose of this paragraph is to give the employer the right to move the ,
.....

6. Hours of work

Since the arrival of the Working Time Regulations, this paragraph is very important. As drawn, it takes advantage of the voluntary opt out provision -
.....
.....

7. Training

This is an optional paragraph.
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However, please note that if employee training is a legal requirement in your industry then you should keep it. In that case, the law
..... ,
.....

Mandatory training is required by law for health and safety purpose in the
..... ,
..... :

<https://www.hse.gov.uk/toolbox/managing/providing.htm>

8. Salary

.....
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27. Reconstruction or amalgamation

This

28. Miscellaneous

A number of technically important
.....
.....

Rights of Third Parties Act -
.....
.....

Contract signature - a witness to ,
.....
.....

Schedule

Paragraph

1. Definitions

Basic
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2. Data protection

A

3. Legal basis of processing

The Act allows a person or business to process
.....
..... , " " (..... " "
.....). :

- One or both of
.....
- Less commonly, some
.....

Where the data subject is an employee the most obvious basis
..... " " .

