

DIFFERENT JOB CONTRACTS

Contracts: permanent, part-time, fixed term, freelance

Different job contracts:

- Casual: Short-term **casual** workers hired directly by the employer (often with a written **contract** and usually paid via PAYE, with tax and national insurance contributions deducted) – **casual** workers aren't usually part of the permanent workforce but supply their services on an irregular or flexible basis.
- Freelance: **Contracts** are legal agreements between two parties and are the best way to protect yourself as a **freelancer**. A **contract** lays out the details of the relationship with your client and what's expected from both parties – ensuring **freelancers** get paid for their work on time and in full.
- Permanent: A **permanent contract** is the most common type of employment, an indefinite **contract** whereby you are employed by the company until such time as the employer or the employee no longer wish to work there. All **permanent contracts** must include a Principal Statement, detailing the following: Your name and your employer's name.
- Part-time: A **part-time** worker is someone who works fewer hours than a **full-time** worker. There is no specific number of hours that makes someone **full** or **part-time**, but a **full-time** worker will usually work 35 hours or more a week.
- Volunteers: **Volunteer** agreements can be used to set out both an organisation's commitment to its **volunteers** and what it hopes for from its **volunteers**. They act as a reference point for **volunteers** and a reminder to the organisation that it should meet the standards of good practice that it has set.

Freelance:

When working on a freelance or contracted basis, contracts may vary from position to position.

However, individuals working in this way are generally considered self-employed, meaning that it is their responsibility to look after tax and NI contributions. Contracts may include start and end dates, or the salary may be based on set projects or pieces of work, meaning the contract effectively ends upon delivery.

A lot of performing arts workers are freelance. This allows flexibility for different events and allows for good creative professional development because you get to work on lots of different events and shows.

Fixed Term

- An employment contract with the organisation.
- An employee's contract ends on a particular date, or on completion of a specific task, eg a project.
- A seasonal or casual employee may be taken on for up to 6 months during a peak period.
- Often involves employing a specialist employee for a project.
- Sometimes used for covering for maternity leave

Permanent

- A permanent contract is a contract without an ending date.
- An employee and an employer may enter a binding contract where both parties agree to do business with each other for an indefinite amount of time.