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CONTRACT OF EMPLOYMENT – LONG FORM FLEXIBLE HOURS

THIS AGREEMENT is made on the *[insert day]* day of *[insert month]* *[insert year]*

BETWEEN:

[Insert employer name], the "employer"

AND

[Insert employee's name], the "employee"

WHEREBY IT IS AGREED as follows:

1. Interpretation

Unless the context otherwise admits words importing one gender shall include all other genders and words importing the singular shall include the plural and vice versa.

2. Period of Service

The employee's period of service commenced on the *[insert day]* day of *[insert month]* *[insert year]*. No employment with a previous employer shall count as part of the period of continuous service.

3. Job Title and Description

The employee will be employed by the employer in the position of *[Insert employee's job title]*. The employee's job description and duties will consist of the following, *[Insert a full description of the employee's job and duties]*. These duties may change and develop over time. Therefore the employer reserves the right, upon giving reasonable notice, to require the employee to perform other duties within the employee's capability.

4. Place of Work

The employee shall work at the employer's offices at *[Insert workplace address]* and at such other places as the satisfactory discharge of his duties shall require and shall if required, temporarily assist at any other office held by the employer now or in the future.

5. Hours of Work

The employee's normal hours of work and the time allowed for lunch or break periods shall be as per Schedule 1. In addition the employee shall on reasonable prior request by the employer be required to work such hours outside his normal working hours, as the employer considers necessary to meet the needs of the business with no entitlement to additional payment unless otherwise agreed. For the avoidance of doubt, the employee shall not be required to work in excess of the working week as set out in the Working Time Regulations 1998 (as amended), unless agreed in writing that this limit should not apply.

6. Probationary Period

The employee shall work for a trial period of *[Insert length of trial period, e.g. one month]* and this shall be the probationary period. The employment may be terminated by the employee or employer on *[Insert amount of notice, e.g. one week]* notice in writing at any time during or at the immediate end of the probationary period or by payment in lieu of notice. If the employer deems it appropriate this probationary period may be extended by giving notice to the employee in writing.

7. Salary

7.1 The employer shall pay the employee a gross salary of *[Insert amount in words and numbers, e.g. £20,000, Twenty Thousand Pounds]* per year paid *[Specify - weekly in arrears/monthly in arrears]* on *[Specify day of the week or day in the month, e.g. Friday of every week/on the 15th day of every month]* and subject to review according to a satisfactory assessment as set out in clause 8 below. There is however no contractual entitlement to any increase in the employee's basic salary. Any changes to salary will be notified to the employee in writing.

7.2 An itemised pay statement of the employee's earnings and deductions will be given at the time of payment.

8. Assessments

The employer will assess the employee after the first *[Insert period, e.g. three months]* of his employment and then every *[Insert period, e.g. twelve months]* thereafter.

Sample document – the remaining are clause headings only
Full document contains all clauses

9. Deductions

10. Expenses

- 11. Holidays**
- 12. Sickness and Disability**
- 13. Pension**
- 14. Notice**
- 15. Restrictive Covenants**
- 16. Grievance Procedure**
- 17. Disciplinary Procedure**
- 18. Retirement**
- 19. Severability**
- 20. Prior Agreements**
- 21. Jurisdiction**
- 22. Particulars of Employment**

SCHEDULE 1

SCHEDULE 2

AMPLIFICATION OF TERMS OF EMPLOYMENT

REQUIRED INFORMATION

SIGNED (for and on behalf of):

[Insert employer name]

[Insert name of person signing on employer's behalf]

[Insert their position]

Signature: _____

SIGNED by the employee:

[Insert employee's name]

Signature: _____

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