



# Employment Contract Types

[Direct Gov contract information Link](#) or [Student Job Contracts Explained Link](#)

## 1. Full-time and part-time contracts

A full-time contract is almost the same as a part-time contract. The main difference being the number of hours per week you're required to work. In a full-time contract, you're expected to work 35 hours or more per week. However, working time regulations state you cannot work more than 48 hours a week unless specified in your contract.

A part-time worker will work less than 35 hours per week. The agreed amount of hours required to work each week needs to be visible in the contract. However, you may have the option to work overtime. A benefit of this type of arrangement is that it has all the same worker rights as a full-time employee. These rights and benefits include and are not limited to, pension, holidays and training.

A part-time contract offers a flexible schedule that can fit around other commitments.



## 2. Fixed-term contracts

A fixed-term contract is offered to an employee on the basis that the contract will end at a future date. This termination could be an end of a project or covering someone who is on [maternity leave](#) or sickness. Fixed-term employees have the benefit of having all the same rights as someone on a permanent contract. However, there are other factors, such as holiday entitlement will depend on the agreement. (You can also be offered a permanent position after this contract ends.) So do read the contract and see what benefits and rights you may have before signing.



# Employment Contract Types 2

## 3. Agency staff

You're an agency worker if you have a contract with an agency but you work temporarily for a hirer. Agencies can include recruitment agencies, for example 'temp agencies'. You're also an agency worker if you look for work through entertainment and modelling agencies

## 4. Freelancers, consultants, contractors

The above 3 are self-employed people who offer services, often working on several jobs for multiple clients at one time.

This work must be invoiced by yourself, this means you will have to process your own Tax to the government.

## 5. Zero-hours contracts

Zero-hours contracts can be a flexible option for both employers and workers. For example, if the work is not constant or is 'as and when'.

If you have a zero-hours contract:

- your employer does not have to give you any minimum working hours
- you do not have to take any work offered

There is other terminology for contracts, but these are the 5 main categories under the UK government website.

Again, feel free to use these links [Direct Gov contract information Link](#) or [Student Job Contracts Explained Link](#) to learn more.

