

Employment Statuses and Defining Rights / Characteristics

Characteristics

Status Type	Required to provide personal Service?	Is individual subject to control over how work is carried out?	Mutual obligations to provide & undertake work?	Is individual Integrated into the organ-isation	Does individual remain under contract when not working?	Is any period not spent working a temporary cessation only?	Offer services to the world in general (i.e. carry out a business)	Does individual provide his or her own work equipment?	Does individual share any economic risk?	Does individual Invoice for work undertaken
Employee	✓	✓	✓	✓	✓	✓	X	X	X	X
Worker	✓	✓	-	X	-	-	X	X	X	X
Self-Employed	X	X	X	X	X	X	✓	✓	✓	✓

Defining Rights

Status Type	Unfair Dismissal *	Statutory Redundancy Pay *	Maternity Leave, Family rights & Flexible Working	Written Statement of main T&Cs	National Minimum Wage	Paid Holiday & Working time rights	Protection for p/t against less favorable treatment than f/t **	Protection against deductions from wages	Protection against detriment for whistle-blowing	Protection against Discrimination ***
Employee	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Worker	X	X	X	X	✓	✓	✓	✓	✓	✓
Self-Employed	X	X	X	X	X	X	X	X	-	✓

* subject to qualifying period of 2 years ** Provided f/t comparator is employed on the same type of contract *** Where work is personally rendered

Types of Contracts and their Characteristics

Contract Type	Work must be provided to individual	Work must be accepted when offered	Labour may be substituted	Work contracted for on a project by project basis and invoiced	Integrated into organisation and subject to control	Unfair Dismissal / Redundancy / Maternity Leave, Family & Flexi Rights	Entitlement to paid holiday /rest periods under WTR and NMW	Statutory Protections re: Wages / Part Time Status, etc	Protection against Discrimination
Permanent Employee	✓	✓	X	X	✓	✓	✓	✓	✓
Fixed Term Employee	✓	✓	X	X	✓	✓	✓	✓	✓
Zero Hours - Employee	X	-	X	X	✓	✓	✓	✓	✓
Casual – Worker	X	X	X	X	-	X	✓	✓	✓
Self Employed	X	X	✓	✓	X	X	X	X	✓