

EMP413



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EMP413

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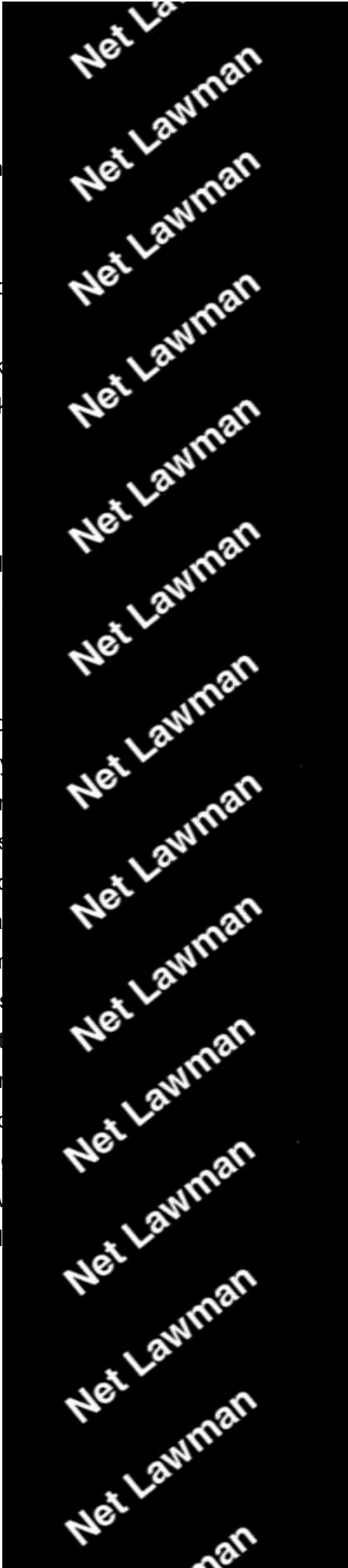
company" as the employer.
all employers, so you may
ch and replace "Company"
ouncil", "Organisation" or
rganisation. Full notes are



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Schedule Discipl



This contract is dated:

Your employer is:

Your employer's address:

You are:

Your address is:

The contract terms are:

1 Start and continuity

1.1 Your employment

1.2 [Previous employment
part of your previous

2 Trial period

2.1 Your employment
that time we shall
your employment

2.2 If during or at the end of
we may terminate your
terminate your employment
week's notice

2.3 The Company may
necessary.

3 Job title

3.1 Your job title

4 Job description

4.1 Your main task is to
to British Standard

4.2 You must wear
appropriate protective
policy's. The Company
protective equipment
at all times.

Company" or "we / us")

started on [date].

on [date] to [date] counts as
with the Company]

3 months. If at the end of
your work we shall tell you

is dissatisfied with your work
week's notice. If you wish to
period you must give us one

the trial period if thought

carry out all scaffolding tasks

protective equipment at all
times under the Company's
with all appropriate personal
equipment to keep in good condition

4.3 You now agree to accept a different job description or ask you to do a similar skills and that any such change shall be on the terms and conditions of your employment to perform duties additional to those now en

4.4 Your duty is to comply with the law.

5 Training

5.1 The Company shall provide where necessary training for up to [3] years where necessary in accordance with the 5973 Code of Practice. In addition you shall attend the following courses which comprise of:

Part 1 which shall be

Part 2 which shall be

A one day skills

A one day Health

5.2 All courses must be undertaken by you until you are finally qualified as a scaffolder.

5.3 All courses shall be undertaken during the normal hours of your employment.

5.4 If necessary you shall be required to attend training to pass the above courses.

5.5 The Company shall provide the necessary training courses.

5.6 You shall receive the necessary training whilst attending all necessary training courses.

5.7 If you terminate your employment prior to the completion of attending any training courses the Company shall deduct the training course(s) fees from your wages. The fees shall apply:

Termination of employment prior to the start of the training course(s) shall be 100% of course fees

Termination of employment during the training course(s) shall be 75% of course fees

Termination of employment after the training course(s) shall be 50% of course fees

Termination of employment after the training course(s) shall be 25% of course fees

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Your duty is to comply with the law.

The Company shall provide where necessary training for up to [3] years where necessary in accordance with the 5973 Code of Practice. In addition you shall attend the following courses which comprise of:

All courses must be undertaken by you until you are finally qualified as a scaffolder.

All courses shall be undertaken during the normal hours of your employment.

If necessary you shall be required to attend training to pass the above courses.

The Company shall provide the necessary training courses.

You shall receive the necessary training whilst attending all necessary training courses.

If you terminate your employment prior to the completion of attending any training courses the Company shall deduct the training course(s) fees from your wages. The fees shall apply:

Termination of employment prior to the start of the training course(s) shall be 100% of course fees

Termination of employment during the training course(s) shall be 75% of course fees

Termination of employment after the training course(s) shall be 50% of course fees

Termination of employment after the training course(s) shall be 25% of course fees

- Termination of [redacted] % of course fees
- Termination of [redacted] % of course fees
- Termination of [redacted] 40% of course fees
- Termination of [redacted] 0% of course fees
- Termination of [redacted] 0% of course fees
- Termination of [redacted] % of course fees
- Termination of [redacted] 5% of course fees
- Termination of [redacted] 0% of course fees

5.8 If you are a full-time student you will not be required to attend the above course unless you have the right to provide you with any necessary support from time to time.

6 Place of work

- 6.1 Your normal place of work shall be at the [redacted] sites within a [25] mile radius of our [redacted] place within [redacted] miles of our [redacted] place.
- 6.2 You agree to work at any of our premises, if reasonably require, including the premises of our customers, within [100] miles of our [redacted] place.

7 Hours of work

- 7.1 Your normal hours of work shall be from 9.30 am Monday to Friday, excluding public holidays. Your normal working week shall comprise of 40 hours. [You may be required to work longer hours if business require this. It may not always be possible to avoid this requirement.]
- 7.2 You are entitled to flexible working arrangements, as agreed between you and your employer, provided that it is not more important that you are available to work at any one hour at a time to be agreed between you and your employer.
- 7.3 The Working Time Regulations 1998 shall not impose an obligation on you to work more than an average of 48 hours per week. If you agree to work more than 48 hours per week, you have agreed that in any week you will not work more than 48 hours in any week.

OR
7.3 The Working
employers to
48 hours per
agreed that in
week. You m
written notice

impose an obligation on
work more than an average of
of this contract, you have
more than 48 hours in any
g not less than 3 months'

7.4 You will be r
scheme intro
Regulations.

keeping or record keeping
sure compliance with the

8 Salary

8.1 Your hourly r
by credit tran
month.

weekly / monthly by cheque /
the last working day of the

8.2 Any work yo
hours, the fol

side your normal working
id overtime [provisions.]

8.3 You will rece
[annually], as

ment [monthly]/ [quarterly]/
calculation]

8.4 Your wage / s
will tell you of

the month of [month]. We

8.5 We reserve t
any money v
overpayments
of your neglig

n to deduct from your pay
ing, without limitation, any
suffered by us as a result
gree to this.

9 Expenses

9.1 You have no
Company.

ut prior agreement with the

OR

9.1 The Compan
you in your w

able expenses incurred by

9.1.1 You p
payme

or other evidence of actual

9.2 It is a seriou
fraudulently f
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dismissal.

t or manufacture evidence
gh the expense procedure.
and will result in summary

This document has total 24 pages. Here preview is shown for first 7 pages only.