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2025

Employment Contracts

Mont Rose Guide to

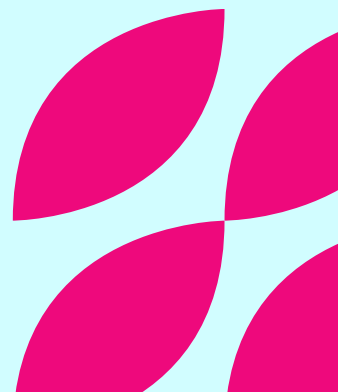


Employment Contracts A Mini Guide

Landing your first job is exciting, but before you start working you'll often be asked to agree to an employment contract. This document isn't just paperwork it's the foundation of your working relationship. It explains what you're entitled to, what your employer expects from you, and how you're protected if problems arise.



*"Knowledge is power." – Francis
Bacon*



Why It Matters



An employment contract serves three main purposes:

1. To protect you from employer mistreatment.
2. To protect your employer from legal action if the working relationship ends badly.
3. To outline the conditions of your employment.

It will usually include your name, your job title, your employer's details, where you'll be working, when your employment starts, your pay, and your working hours. If it's a short-term role, it should also say when the contract will end.

By law, you must be given the main terms of your contract within two months of starting, though most companies provide it on your first day.

General Principles : Employment Contracts



Different Types of Contracts

1. Not all jobs run Monday to Friday contracts come in a few different forms. The main three are:

1. Permanent Contracts

- Used when the job is expected to continue long term.
- Can be full-time or part-time.
- Gives employees security if they do their job properly.
- Employers must usually provide notice and evidence of poor performance, redundancy, or serious misconduct (like theft, violence, or deliberate damage) before ending the contract.
- May include restrictions, such as banning other paid work (“moonlighting”) while employed.

2. Fixed-Term Contracts

- Set up for a specific time frame or until a project is finished.
- Common for covering maternity or paternity leave, or for short projects.
- Can be renewed, but renewal isn't guaranteed.
- May be full-time or part-time depending on business needs.

3. Casual or Zero-Hours Contracts

- Hours aren't guaranteed and can vary from week to week.
- Often used in retail, hospitality, or seasonal work.
- Employers may ask you to sign a 48-hour opt-out, allowing longer weekly hours if needed.
- Either side can usually end the contract without notice.
- You can normally take other jobs alongside a casual contract.



Tips for Signing a Contract

- Take your time never sign without reading thoroughly.
- Ask questions if something isn't clear.
- If you want, take the contract home to review it carefully.
- Keep in mind that if a term is vague, the law usually sides with the employee in disputes, since the employer wrote it.
- Always keep a signed copy for your records.
- Be cautious if an employer pressures you to sign immediately.



Your Basic Rights

- Even beyond what your contract says, you also have rights protected by law:
- At least the minimum wage.
- Paid holidays and rest breaks.
- A safe and healthy workplace.
- Protection from discrimination.
- The right to join a union.
- These apply to most workers, regardless of contract type.

Common Pitfalls to Avoid



- ✗ Signing without fully reading or understanding the terms.
- ✗ Believing verbal promises without written confirmation.
- ✗ Ignoring probationary clauses.
- ✗ Not double-checking holidays, pay, or overtime rules.
- ✗ Failing to keep a personal copy of the contract.



“The rights of workers must take precedence over the maximization of profits.” — Pope Francis

EMPLOYMENT CONTRACTS

QUICK PRE-JOB CHECKLIST

Do I clearly understand my pay, hours, start date, and notice period?

Do I know whether my contract is permanent, fixed-term, or casual?

Have I reviewed overtime, holidays, and probation terms?

Do I feel confident that nothing is left unclear?

Have I kept a copy for myself?

KEY TAKEAWAY

Your contract is more than just a signature it's a binding agreement that protects you and your employer. Reading carefully, asking questions, and knowing your rights ensures you start your job with confidence and clarity.

"An employee's rights are as valuable as the employer's expectations." — Inspired by labor law principles



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