



Employment Contracts for Local Councils

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Overview

- How are contracts of employment formed?
- What is in a contract of employment?
- Written contracts?
- Employment status
- Common issues and practical examples

What is in a contract?

- Express terms – in writing
- Implied terms
- Custom and practice
- Statutory rights & obligations



Notice

A clerk's employment began on January 2001. Her contract of employment states:

“Either party may terminate the contract of employment by giving one month's notice in writing.

1. She is dismissed on notice on January 2014
2. She resigns on notice on January 2014

When should her employment come to an end in both cases?



Employment status

X Parish Council's litter picker works for a few hours every month. He is paid by cheque every other month. He does not have a written contract and is happy with that arrangement.

Should the council continue on this basis?



Continuity of employment

The Council's new clerk left a neighbouring council on a Friday and started working for the council the following Monday.

A swimming pool lifeguard is employed by the council on a Summer seasonal basis. Each season she is issued with a new contract.

Will their previous service count for continuity of employment purposes?



Contract issues

An admin officer has worked for the council for a number of years. He has a written contract but it was never signed. He is saying he is not bound by the terms because it is unsigned.

Is this right?

