



Seminar :- Worker v Employee Rights, Permanent, Fixed & Part-Time Working 5th March 2015

Venue: 3HR Legal Limited, New Broad Street House, 35 New Broad Street, London EC2M 1NH | [See map](#)

Nearest Tube: Liverpool Street, Old Broad Street Exit

Date: Thursday 5th March 2015

Registration: 2:45pm

Time (incl. Q&A): 3:00pm to 5:00pm, followed by refreshments/networking

Speakers:	Thomas Miles, Solicitor/ Hanna Beg, Solicitor Mark Andrews, Director, 3HR Insurance Broking
Q&A Sessions:	Opportunity to discuss areas of interest with 3HR panel members

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We regularly get queries about the distinction between 'workers' and 'employees' and the various rights and responsibilities that they attract. In summary, there are three distinct categories:

- Employees
- Workers
- Self-employed working under a contract for service

However, as forms of working become more flexible, various types of atypical 'workers' have developed. Atypical work is any pattern of work which does not fit the classic or traditional concept of an employee working full-time for a single employer under a contract of service of indefinite length. What rights and protections atypical workers have depends on which of the above categories they fall into.

Types of atypical work include: Agency workers, Apprentices, Casual workers, Consultants and self-employed contractors, Fixed-term workers, Flexible working, Homeworkers, Office holders, Part-time workers, Posted workers, Secondees, Volunteers, Students on work placements and Zero-Hours Contract workers.

To manage staff effectively and lawfully, it is necessary to understand which category staff fall into and the associated statutory rights they have and the steps the employer has to take to ensure that it is meeting their statutory obligations.

At this seminar we will help you to understand the differences between the types of staff contracts and the various rights and obligations that are attracted to each. In particular, we will cover the following points:

- What is the difference between an employee and a worker?
- What are the different types of atypical work?
- What rights do employees and workers have?
- What obligations do employers have?
- How do the auto-enrolment pension rules affect the different types of staff?

If you would like to attend this free seminar, please [click here](#) and complete the Seminar registration form before Friday 27th February. As always, space is limited so please apply early to avoid disappointment.