

Management response to consultation

- The flexibility of a casual contract has always suited me. How will my hours of work be determined under a fixed term contract?

Management response:

Your hours/days of work will be negotiated with your line manager prior to you accepting/declining the offer of a fixed term contract.

- What would happen if I was on a fixed term contract and there was no work available for me?

Management response: You will be paid your contracted hours. The hours offered to you on a fixed term contract have been calculated based upon the average hours worked during the last year.

- Will I have redundancy rights under a fixed term contract?

Management response: Fixed term employees have a right to redundancy pay if they have been continuously employed for two years or more with an employer who is on the list of recognised public organisations (the Local Government Modification Order). There are a number of exclusions that apply. Please see the Protection of Employment and Severance Policy for further information.

- What are the benefits of a fixed term contract? What do Monmouthshire offer?

Management response: There are a number of benefits associated with a fixed term contract (as opposed to a casual contract) including:

- Annual leave entitlement
- Sick pay
- Redundancy rights (after 2 years continuous employment)
- Pension scheme
- Monleisure staff membership at a discounted rate
- Savings on childcare costs through tax and national insurance concessions
- Annual leave purchase scheme

- Will I have annual leave entitlements under a fixed term contract?

Yes. Your annual leave entitlement will be based upon your length of service (see table below):

Basic	After 3 years' service	After 5 years' service	After 8 years' service
23 days (170.2 hours)	25 days (185 hours)	27 days (199.8 hours)	30 days (222 hours)

These entitlements are for a full year of service. Where service for the year is incomplete, proportionate leave entitlement will apply based on one twelfth for each completed calendar month of service.

Those employed on a part time basis will receive a proportion of their personal holidays above according to their length of service and the number of hours they work. The holiday should be converted and recorded in hours. Please see the Hours and Leave Policy for further information.

- I am currently paid my annual leave entitlement. Will this still be an option under a fixed term contract?

Management response: Payment shall not be made for untaken leave except in exceptional circumstances when such an arrangement is in the interests of the Authority and has prior approval of the appropriate Chief Officer.

- How will my hours of work be determined under a fixed term contract?

Management response: The contracted hours of work offered have been calculated based upon the average hours worked in the last year. Your days/times of work will be negotiated with your line manager prior to you accepting/declining the offer of a fixed term contract.

- I have a number of relatives who depend upon me for support to attend medical appointments. What happens if I run out of annual leave?

Management response: You may be able to apply to purchase additional annual leave. Depending upon the circumstances you may be eligible for special leave. Please see Hours and Leave Policy for further information.

- How would a fixed term contract affect my right to notice of termination of employment?

Management response: You will be entitled to a months' notice of termination of employment.

- Will I be contracted to work on weekends and bank holidays?

Management response: You may be required to work on weekends / bank holidays. Your hours/days of work will be negotiated with your line manager prior to you accepting/declining the offer of a fixed term contract.

- Will my continuous service be affected by the change from temporary to permanent contract?

Management response: No.

Additional comments received

- If my contract were to remain temporary, I would definitely consider applying for a permanent position in the future, even if this meant leaving Torfaen and Monmouthshire YOS. I would have to think carefully about this, as I am enjoying working here and I do want to stay, but if a similar role came up in another authority that was permanent, I would consider applying...
- I had to put down a higher deposit in order to secure a mortgage as the result of being on a temporary contract.