

Examples of types of flexible working

Zero-hours contracts:

an individual has no guarantee of a minimum number of hours, so they can be called upon as and when required and paid just for the hours they work



Term-time working:

a worker remains on a permanent contract but can take paid/unpaid leave during school holidays



Job-sharing:

a form of part-time working where two (or occasionally more) people share the responsibility for a job between them



Part-time working:

work is generally considered part-time when employees are contracted to work anything less than full-time hours

Annual hours:

the total number of hours to be worked over the year is fixed but there is variation over the year in the length of the working day and week. Employees may or may not have an element of choice over working patterns



Working from home on a regular basis:

workers regularly spend time working from home



Career breaks:

career breaks, or sabbaticals, are extended periods of leave - normally unpaid - of up to five years or more



Commissioned outcomes:

there are no fixed hours, but only an output target that an individual is working towards

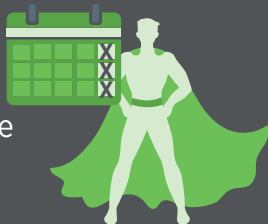


Flexitime:

allows employees to choose, within certain set limits, when to begin and end work

Four day week:

working four days a week for the same pay as working a full-time five day week



Mobile working/teleworking:

this permits employees to work all or part of their working week at a location remote from the employers' workplace



Compressed hours:

The central feature is reallocation of work into fewer and longer blocks during the week

