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## Fixed Term Contracts

Fixed term contracts are governed by the Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 ('the Regulations'). The Regulations aim to ensure that fixed term workers do not receive less favourable treatment or terms and conditions than their permanent counterparts and that any variation in such terms and conditions are justifiable.

Employees who who have been on successive fixed term contracts for a period of four years are automatically regarded under the Regulations as permanent employees (unless the employer can objectively justify the fixed- term status continuing).

If an employee on a fixed-term contract believes he has been treated in a manner that breaches the Regulations, he can make a written request to receive a statement from his employer confirming his status. The employer is obliged to respond to this request in writing within 21 days either stating that the employee has obtained permanent status or providing reasons as to why the contract is to remain fixed term in nature.

If the contract is to remain fixed term, this must be objectively justified and the employee may apply to the employment tribunal for a declaration that the contract has achieved permanent status if he believes that the justification is not sufficient.

For advice and assistance concerning employees on a fixed term contract contact our employment team.

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