

Employment Contracts

Law

What makes someone an employee, and why the label matters.

Factors and consequences.

Factors considered

Control over how work is done

Obligation to provide and accept work

Personal service, or right to substitute

Integration into the organisation

Who bears the financial risk

Why it matters

Unfair dismissal protection

Statutory minimum entitlements

Employer tax and contribution duties

Vicarious liability for the worker's acts

Educational reference. Labelling someone self-employed does not make them so if the substance shows otherwise.