

“We awaken the joy
of expression &
imagination in
every musician”

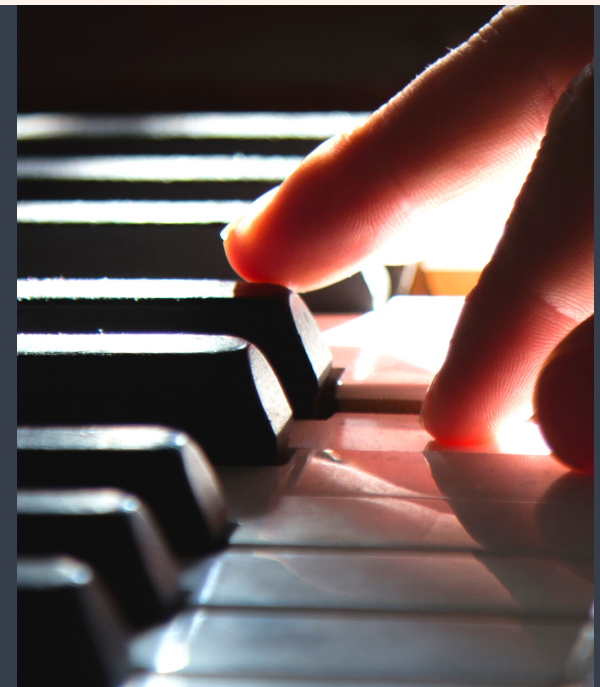
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Swindon Music Service

What Workers can and can't do!



Worker

A person is generally classed as a 'worker' if:

- They have a contract or other arrangement to do work or services personally
- Their reward is for money or a benefit in kind.
- They have to turn up for work even if they don't want to.
- Their employer has to have work for them to do as long as the contract or arrangement lasts.
- You are not doing the work as part of your own limited company in an arrangement where the 'employer' is actually a customer or client.
- You occasionally do work for the charity.
- The charity does not have to offer you work and you don't have to accept it - you only work when you want to.
- You have agreed with the charity's terms and conditions to get work either verbally or in writing.
- You can't send someone else to do the work.
- You work under the supervision or control of a Manager / Director
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Employment rights

Workers are entitled to certain employment rights, including:

- Getting the National Minimum Wage.
- Protection against unlawful deductions from wages
- The statutory minimum level of holiday pay
- The statutory minimum length of unpaid breaks
- To not work more than 48 hours on average per week or to opt out of this right if they choose.
- Protection against discrimination.
- Protection for 'whistleblowing' - reporting wrongdoing in the workplace.
- To not be treated less favourably if they work part-time.
- SMS also offers statutory sick pay.
- The opportunity to receive a pension, if your income is above the threshold.
- Minimum notice periods of the employment will be ending. For example, if an employee is dismissed.
- Protections against unfair dismissal.
- Time off for emergencies.
- Statutory Redundancy Pay.
- The right to flexible working.

Classed as irregular hours

What Workers are not entitled to:

What you can't do

Cover

You cannot arrange for another person to cover any of the work that you have already agreed to undertake.

Taking time off

Once you have agreed to the work offered, you are then required to complete that work unless you are sick.

By taking time off after agreeing to the work, you are in breach of your Workers' Contract.

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We intertwine

practice & theory

while fostering a

strong community”