

Our Commitment to on-demand workers

The mission of the University of Essex is excellence in education and research, for the benefit of individuals and communities. In delivering its mission, the University undertakes a range of different activities, some of which can be planned and resourced well in advance. However, in some circumstances, the University needs to respond quickly and flexibly where a requirement for work arises that is less predictable and where additional capacity is required to meet the needs of the University's students and staff. The University's on-demand workforce helps to meet these variable needs which cannot necessarily be planned, anticipated or are subject to particular fluctuations and variability, supplementing the capacity of the University's employees. The contribution of the on-demand workforce is as valued as that of staff employed by the University on permanent or fixed term contracts.

The University and its subsidiary companies, UECS Ltd and Wivenhoe House Hotel Ltd, aspire to be exemplary employers. People are at the centre of the University's Strategic Plan 2019-2025 and the University has in place a range of employment policies designed to give full effect to its values and ambitions as an employer. The University seeks to ensure that its on-demand workforce has an experience of work at the University that reflects the University's values equally, in a manner that is appropriate to an on-demand agreement.

Whilst distinct and different from an employment relationship, it is our firm commitment that on-demand arrangements be mutually beneficial. The University's on-demand workforce comprises individuals with very varied characteristics. As an on-demand worker, you may be a student looking to supplement income in a way that is fully flexible around your studies. You may be retired and looking for ways to contribute your skills and experience whilst retaining flexibility to suit your lifestyle. You could also be in-between jobs and looking for work before securing a more permanent role, or looking to fit some work around your other commitments. Whatever your circumstances we welcome you as part of our diverse community.

Our commitment to you is that you will:

- receive an induction to the University (including our vision, mission and core values) and the department in which you are engaged, online essential training and a local induction relevant to the specific role;
- be paid for mandatory training;
- have the right to request a review of your contract if you think the arrangements have evolved into a more regular and mutual arrangement;
- have a named line manager to whom you can direct any queries about your role;
- be compensated for any shifts offered and which you have accepted but which are subsequently withdrawn at short notice¹ (if no alternative shift can be offered);
- be able to decline or accept shifts to suit your circumstances without consequence to future engagements;
- have access to development opportunities to enhance your skills, both "on the job" within the area you are working in and for personal development through our [learning events](#);
- receive a fair rate of pay at an equivalent grade to any permanent staff, where the work is directly comparable

For more information about the opportunities open to you, please contact the careers hub or your local administrator within the department/section.

Susie Morgan
Director of People and Culture September 2020

¹ Subject to any visa restrictions