

On Demand (previously known as Casual) agreements

It is expected that the majority of those working at the University will be on permanent or fixed term employment contracts. The University aims to reduce the use of on demand (previously known as casual) arrangements except where the nature of the work makes this necessary.

An on demand agreement is an open ended agreement to be used where short period of work will be provided on an 'as and when' basis.

It is important that on demand arrangements are used only where the relationship is genuinely on demand and not where an employment relationship exists. Employment status is not a matter of choice but is determined by how the relationship works in practice.

On demand, agreements should be used for workers where there is no mutual obligation to be offered work or to accept work, and where they would not be an integrated part of our workforce.

How to determine if an arrangement is on demand and not an employment relationship:

- Are you unable to guarantee that work will be offered, even for a short or fixed term period (beyond an initial offer of work)?
- When the individual is offered work, are they able to turn it down without this affecting work offers in future?
- Once engaged, can the individual choose to stop working or to reject work without any penalty?
- Are there significant breaks between engagements and with each engagement lasting no longer than 12 weeks?
- Is the individual not integrated into the University staff e.g. they are not listed on the website as a member of staff or regarded by students as being a member of staff.

If the answer to all these questions is **yes**, then this can be regarded as an on demand arrangement.

Examples of on demand workers:

- Invigilators, registration/examination assistants, student ambassadors – who work for short periods, can choose whether they accept work or not, and have no expectation of regular work.

Examples where an on demand arrangement is not appropriate:

- A member of teaching staff that we rely on to deliver classes to students over a term.
- Research staff who are committed to work for a fixed period for a set number of hours.