



## Annualised Hours Contract Explained



Skegness Town Council are offering an Annualised Hours Contract for a total of 1,036 hours for the year.

This means that, rather than being contracted to work a set number of hours per week, you are contracted to work 1,036 hours within the year from April to March.

*For example:*

- for this position, you will be paid for 1,036 hours in 12 equal payments (the equivalent of 19.9 hours per week **every** week).
- At an hourly rate of £8.64 this would equate to £745.92 every month.
- This will rise in April 2019 to a rate of £9.21 per hour which equates to a monthly salary of £795.08 every month.
- Your Annual Leave allowance of 123.5 hours will be deducted from the contract hours of 1,036 to leave a total number of 912.5 hours to be worked during the year from April to March.

As the work load is seasonal, we expect most of these hours to be worked during the season, between April and October. We would expect no hours to be worked between November and February, and a small number of hours to be worked in March.

This could mean you working in the region of 40 hours per week during the busy periods but would mean that you would work no hours during the winter months.

### **Benefits of Annualised Hours Contracts**

- Regular Income – Being paid the same every month means that you get paid during the winter months when you are not working.
- Working all the hours during the season from April to October means that you get to not work from November through to March whilst still receiving pay.
- Job Security – This is a fixed permanent contract and **not** a seasonal contract. With a short-term seasonal contract, you are not guaranteed a job for the following year, with an annualised hour contract you will be guaranteed a job for the next year.