4.3 Employment contracts and types of working: 10-minute Pack

AQA 8132 · Calculator allowed · about 10 minutes

Total Marks

Name: _____ Date: ____ / ____ / _____

Answer ALL questions in the spaces provided. Show your working for any calculation: method marks are available even if your final answer is wrong. Kestrel Home Care, used throughout this pack, is a fictional business. Assume a hypothetical hourly pay rate of £12.50 throughout, unless a question states otherwise.

1 Which one of the following best describes a 'part-time' employee?

- ☐ A) An employee who works fewer hours per week than a full-time employee at the same business
- ☐ B) An employee who is self-employed
- ☐ C) An employee who only works during school holidays
- ☐ D) An employee with no written contract at all

(Total for Question 1 is 1 mark)

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2 Which one of the following best describes a 'zero-hours contract'?

- ☐ A) A contract that guarantees exactly zero pay for the first week
- ☐ B) A contract where the employer is not obliged to offer a minimum number of hours, and the worker is not obliged to accept all hours offered
- ☐ C) A contract that lasts for zero months
- ☐ D) A contract only available to workers aged under 18

(Total for Question 2 is 1 mark)

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3 State two types of employment contract, other than full-time and part-time, that Kestrel Home Care could offer its care workers.

(Total for Question 3 is 2 marks)

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4 State two examples of flexible working, other than part-time work or zero-hours contracts, that Kestrel Home Care could offer its office-based staff.

(Total for Question 4 is 2 marks)

5 Explain why Kestrel Home Care must be careful not to discriminate against older or disabled applicants when deciding which staff are offered permanent, guaranteed-hours contracts.

(Total for Question 5 is 3 marks)

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Mark scheme · 4.3 Employment contracts and types of working: 10-minute Pack

Question 1

A cao **B1**

Answer: A

Question 2

B cao **B1**

Answer: B

Question 3

one acceptable type, e.g. a permanent contract, or a temporary/fixed-term contract **B1**

a second acceptable type, e.g. a zero-hours contract, or a self-employed/freelance arrangement **B1**

Answer: Any two, e.g. permanent; temporary/fixed-term; zero-hours; self-employed/freelance.

Question 4

one acceptable example, e.g. flexitime (choosing start/finish times around core hours) **B1**

a second acceptable example, e.g. job sharing, compressed hours, or working from home for suitable roles **B1**

Answer: Any two, e.g. flexitime; job sharing; compressed hours; working from home for suitable roles.

Question 5

identifies that age and disability are protected characteristics under the Equality Act 2010 **B1**

develops the point, e.g. it is unlawful to base a decision about who gets guaranteed hours on these characteristics rather than on job-related criteria such as skills, performance or client feedback **B1**

links clearly to an outcome, e.g. discriminating in this way could lead to legal action against Kestrel Home Care and damage its reputation **B1**

Answer: Age and disability are protected characteristics under the Equality Act 2010, so decisions about guaranteed hours must be based on job-related criteria such as skills or performance, not these characteristics; discriminating unlawfully could lead to legal action and damage Kestrel's reputation.

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