

Types of Employment	Definition	Example	
		Local	National
Full-time			
Part-time			
Fixed-term contract			
Self-employment (Independent / Subcontracted)			
Zero-hours contract			
Apprentices			

Full-time

Full-time employees usually have one job, at which they work for between 35 and 45 hours a week. In the sports industry this is hardly ever a 9 a.m. to 5 p.m. job and full-time sports professionals should generally expect to work some evenings and weekends.

Full-time employees usually have the advantage of good conditions and benefits such as Statutory Sick Pay (SSP), which means that they will still be paid if they are too ill to work. They are also entitled to paternity/maternity pay, receive regular salary payments (usually once a month), and often have pension contributions paid by their employer.

Part-time

Part-time employees do not work as many hours as full-time employees. The advantage of working part-time is that it can offer more flexibility, such as working in school hours to offset additional childcare costs. Some people combine two part-time jobs instead of one full-time job because they prefer the variety and flexibility this offers.

There are many reasons why people may choose to work part-time rather than full-time.

- ▶ They may be studying full-time, which is expensive, and choose to work part-time to help themselves financially.
- ▶ They may be close to retirement and choose to work fewer hours so they have more time to themselves while remaining in touch with the industry.

Some key sports roles are part-time. Top-level cricket umpires work part-time but remain at the highest level of the game. Similarly, while many top flight football officials are full-time, the vast majority of referees work on a part-time basis, often officiating at several games per week. This part of the sports industry could not afford to pay for full-time officials so part-time workers are vital. Swimming coaches, weekend lifeguards, football in the community officers, sports administrators and reporters are also often part-time employees.

Recent changes to employment law mean part-time employees are entitled to many of the same benefits as full-time employees.



▶ Top-level cricket umpires like Aleem Dar are part-time

Fixed-term contracts

A fixed-term contract has a clearly defined start and end date. This is useful when an employer has limited financial resources or is not able to commit for a long period, or when the appointment will not exist after a short-term period. For example, a tournament director will work before and during an event but will not be required after the tournament ends. Other examples of people who work in the sports industry on fixed-term contracts include:

- ▶ PE and sport educational consultants, who deliver small-group workshops to help PE teachers learn about changes to courses or new ways of teaching
- ▶ pop-up sports merchandisers, who sell sports clothing and merchandise at events like world championships, invitational competitions and super leagues but are only required for the duration of the event.

Self-employment

A self-employed person generates their own income, customers and partners, and is responsible to themselves and any employees. Self-employed sports professionals, such as some sports therapists, personal trainers and sports psychologists, can work **independently** and are free to trade with whoever they want.

Other self-employed people prefer to offer their product or services on a **sub-contract** basis. This is where a larger organisation will engage a self-employed person on a sub-contract. For example, a Rugby League team may not wish to employ a full-time sports psychologist but may want to have one available for its players on a case-by-case basis. This means their players can still be treated by a reputable psychologist, but the club does not need to pay for their services when they are not being used.

Theory into practice

Many sports therapists are self-employed and treat their clients in only one or two locations, such as a hotel. The hotel might agree to promote their services and offer them a reduction on the hire cost of facilities such as treatment rooms. What are the benefits of this arrangement to the therapist and the hotel?

Zero-hours contracts

Zero-hours contracts have attracted attention in recent years as they are often seen as contentious and unpopular, with several high-profile controversies. Someone who has signed a zero-hours contract agrees that they may be required to work at any reasonable time but understands that when business is slow they may not be given any hours to work.

Zero-hours contracts have advantages and disadvantages:

- ▶ **Advantages:** workers have greater flexibility as they have no obligation to accept work when it might impact on their studies or training. For the professional sportsperson this might also mean that they are free to travel and take extra time off when they are competing and training overseas.
- ▶ **Disadvantages:** zero-hours work often has unpredictable shift patterns that suit the business rather than the worker. A worker is likely to be required at short notice and may feel under pressure to take on work rather than refuse and risk being offered less or no work in the future. With this type of contract there is also no guarantee of any income.

Large sports retailers often offer zero-hours contracts, as do companies that provide security at sporting events and some fitness providers for positions such as personal trainer.

Apprenticeships

An apprenticeship is a training programme that is carried out mostly in the workplace while 'on the job', with additional training delivered by an education partner such as a further education college.

Apprentices spend most of their working week with their employer, working at a rate of pay specific to their age or level of training, until they are fully qualified. Apprenticeships vary in length: even within the sports industry some are as short as 1 year, while others are as long as 6 years depending on the level of the training.

Apprenticeships are most common in the manufacturing, engineering and construction industries but there are several examples in sport. The PE and School Sports Apprenticeship recruits new PE staff, such as PE teaching assistants. As part of their training, the apprentices are involved in day-to-day PE teaching support, activity leadership and sports coaching, as well as gaining relevant qualifications in the industry.

Task – use the different employment contract types in the table below.

Rank them in order of best to worst (in your opinion)

Justify your ranking. (think lifestyle, monetary, motivation, experience and any other factor that you thought about to make your decision.

Employment type	Rank 1 st - 6 th	Positives	Negatives	Justification
Full time				
Part time				
Fixed term contracts				
Self employment				
Zero hour contracts				
Apprenticeships				