

FIXED TERM EMPLOYMENT CONTRACT

Location: _____ Date: _____

Parties:

Employer Name: _____

Employer Registered Office Address: _____

Employee Name: _____

Employee Address: _____

1. Commencement and Duration

1.1 This Contract shall commence from the date agreed by the Parties and shall continue in force for the fixed term specified herein unless terminated earlier in accordance with this Contract.

1.2 The fixed term of this Contract shall be for a period of _____.

2. Job Title and Duties

2.1 The Employee is employed in the capacity of _____.

2.2 The Employee shall perform all duties as are reasonably required by the Employer and comply with all lawful instructions and policies.

3. Place of Work

3.1 The Employee's primary place of work shall be _____.

4. Working Hours

4.1 The Employee's normal working hours shall be from _____ to _____, Monday to Friday, totaling _____ hours per week.

4.2 The Employee may be required to work additional hours as reasonably necessary to fulfil their duties, in accordance with the Working Time Regulations 1998.

5. Remuneration

5.1 The Employee shall be paid a gross salary of £_____ per annum/month/week, payable in arrears by bank transfer on or about the _____ day of each month.

5.2 The Employer shall deduct income tax and National Insurance contributions as required by law.

6. Holiday Entitlement

6.1 The Employee is entitled to _____ days' paid holiday in each holiday year, in addition to public holidays in England and Wales.

6.2 Holiday requests must be made in writing and approved by the Employer in advance.

7. Sickness and Absence

7.1 The Employee must notify the Employer as soon as possible of any sickness absence and provide medical certificates as required.

7.2 Statutory Sick Pay (SSP) will be paid in accordance with current legislation.

8. Termination

8.1 This Contract will automatically terminate upon expiry of the fixed term specified in Clause 1 unless renewed in writing by the Parties.

8.2 Either Party may terminate this Contract earlier by giving the other Party written notice as follows:

- During Probationary Period: _____ weeks' notice.
- After Probationary Period: at least the statutory minimum notice period or as otherwise agreed.

8.3 The Employer may terminate this Contract without notice in cases of gross misconduct.

9. Confidentiality

9.1 The Employee shall not during or after the term of this Contract disclose any confidential information belonging to the Employer except as required by law or authorised in writing.

10. Intellectual Property

10.1 Any intellectual property created by the Employee during the course of employment shall belong to the Employer.

11. Data Protection

11.1 The Employer shall process the Employee's personal data in accordance with applicable data protection laws, including the UK General Data Protection Regulation (UK GDPR).

12. Health and Safety

12.1 The Employee must comply with all health and safety policies and procedures to ensure a safe working environment.

13. Governing Law and Jurisdiction

13.1 This Contract shall be governed by and construed in accordance with the laws of England and Wales.

13.2 The Parties agree to submit to the exclusive jurisdiction of the courts of England and Wales.

14. Entire Agreement

14.1 This Contract constitutes the entire agreement between the Parties and supersedes all prior agreements or understandings.

15. Variation

15.1 No variation of this Contract shall be effective unless made in writing and signed by both Parties.

EMPLOYER'S SIGNATURE

EMPLOYEE'S SIGNATURE

Signature: _____

Signature: _____

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