



Types of Employment Contracts

By Geoffrey E. Odongo



1. Permanent & pensionable employment

Permanent and pensionable employees are expected to work until the age of retirement with the retirement age being varied in different organizations. This type of employees are also entitled to payment of pension upon retirement.

2. Temporary employment

A temporary employee is employed for a brief period, mostly to take over from an employee who is away for a while, or for a specific task. Temporary employees are mostly employed on short fixed term contracts.

3. Employment on fixed-term Contract

Employees are employed on a fixed term contract are employed for a fixed period of time. Fixed term contracts may be renewed from time to time. The Employer retains a level of discretion to renew although the employee may succeed in a claim against non-renewal on the basis of a legitimate expectation.

4. Probationary contracts

Probationary contracts are meant to allow the employer assess the employee's performance and capability within the workforce. The law gives the employer the right to retain an employee on probation for a maximum of 6 months and terminate employment on a notice of 7 days. Once the probationary period lapses the employee is either confirmed or terminated.

5. Casual employment

A casual employee is defined under section 2 of the Employment Act, 2007 to mean a person the terms of whose engagement provides for his payment at the end of each day and who is not engaged for a longer period than twenty four hours at a time.

6. Part-time employment

Part time employees are engage for part of the normal working hours. Most part time employees are independent contractors, whose employment is not governed by the Employment act.