THE CRAFTHUB SCIO	
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Reference Source Scottish Government : https://www.gov.scot/publications/fair-work-first-guidance-support-implementation/

We operate in a fragile and disadvantaged island group with small population (approx. 250) low economic activity and very few job opportunities.

We have an ageing population with an increasing number of people with long-term chronic health conditions.

Like many other small remote island communities many people have one or more part-time jobs.

We offer flexible working for both salaried and voluntary work and this helps many residents who would find it difficult through circumstances to apply for standardised working hours or commit to a standard contract allowing people to work hours that suit them.

We offer employment and voluntary opportunities to all ages and abilities

- Residents with health problems
- Residents that are registered carers for people in their home
- Residents with family commitments
- People who are retired that still want to feel useful and part of the community
- People who live alone that enjoy the opportunity to come out and meet people in a safe environment
- We have given teenagers from the age of 14 upwards valuable work experience during the holidays and at weekends in the busy season

We offer zero hours (as and when needed) contracts because the majority of our income is from unpredictable seasonal work in hospitality and tourism.

Under a Zero Hours contract workers are legally classed as an employee will be entered onto the payroll as PAYE inc Tax and NI deductions and will receive as a minimum

Minimum or living wage (depending on age)

Paid Holiday

You will be told at the time of recruitment exactly what hours you will work and for how long a period and will be asked to read, understand and sign a contract

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Whilst employed by The Crafthub cic you will work under the same rules and policies as a full time employee and will receive appropriate training and important information relating to Health & Safety in the workplace.

On a Zero hours contract employees are free to look for other work without discrimination and are entitled to apply for and undertake other employment whilst employed with The Crafthub

Signed

Name and Position

Date

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