

Db1 employment law

[Business](#), [Human Resources](#)



Employment law The employment law is aimed at mediating the relationship or the togetherness between the employees, employers, trade unions and the government (Sargeant, 2001, 54). With this situation in mind, I have been employed by the Greg's Goofy Gadgets to work as an IT expert. I have been availed with a computer to work with and two students from a college to work under me. It is a contract of 6 years and I am paid \$14 per hour including all taxes of which I will pay by myself. Since this term of work is on a contract basis, I am considered as an independent contractor who makes his own decisions. I am a professional that is why I have the free choice of making decisions.

The main factors that court puts in to consideration when determining if a person is an independent contractor are the contract terms, presence of verbal agreement, terms of agreement and terms of payment. Usually, an independent contractor provides services or goods to a company on a specified contract like six years, with a verbal agreement. Independent contractors do not work regularly as other employees but he works as and when required. Additionally, independent are usually paid on freelance basis. With the above description of an independent contractor, I might be described as an independent contractor since I am working with the above features (Lockton, 2003, 45).

However, I am not an agent of the company since I am independent and I have my roles of fixing the IT problems in a period of six years. I am neither liable to the company's loss nor profits. The scenario provides that I am an independent contractor but not an employee of the company.

References

<https://assignbuster.com/db1-employment-law/>

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Sargeant, M. (2001). *Employment law*. Harlow: Longman

Smith, P., & Hodges, A. (2009). *Principles of employment law*. Boston, MA:

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