



ASCENSION



EMPLOYMENT ORDINANCE, 2022

EMPLOYMENT (ALTERNATIVE CONTRACTUAL ARRANGEMENTS)
REGULATIONS, 2022

In exercise of the powers conferred by sections 3(2), 5(4), 13 and 17 of the Employment Ordinance, 2022, the Governor makes the following Regulations:

Citation and commencement

1. These Regulations may be cited as the Employment (Alternative Contractual Arrangements) Regulations, 2022, and come into force on 20th June 2022.

Interpretation

2. In these Regulations—
“**accompanying dependant**” means the dependant of an employee or contractor in Ascension on a Primary Contract;
“**Household Contract**” means a contract of employment which does not satisfy the mandatory obligations set out in section 6 of the Employment Ordinance, 2022;
“**Primary Contract**” means a contract of employment which satisfies the mandatory obligations set out in section 6 of the Employment Ordinance, 2022;

Household Contracts

3. (1) An employer may offer a Household Contract to—
(a) a Primary Contract employee;
(b) a contractor; or
(c) an accompanying dependant;
who is already in Ascension with an entitlement to work in accordance with the Entry Control (Ascension) Ordinance, 2007.

4. (1) An employer may engage a short term employee on the basis that the contract—
(a) must be a Household Contract;

(b) may not exceed 28 days in duration.

(2) An employer—

(a) may engage the same employee in more than one short term contract;

(b) may not engage the same employee for more than 56 days in a rolling 12 month period on short term contracts.

5. (1) An employer may engage a part time employee on the basis that the contract—

(a) must be a Household Contract;

(b) must give the employee fixed hours;

(c) may not require the employee to work—

(i) more than 15 hours in any one week; or

(ii) more than 60 hours in any rolling four week period.

6. (1) An employer may engage a casual employee on the basis that the contract—

(a) must be a Household Contract;

(b) may not require the employee to work—

(i) more than 15 hours in any one week; or

(ii) more than 60 hours in any rolling four week period.

7. (1) An employer may engage a full time employee on a Household Contract.

8. A contract of employment which does not comply with the provisions of these regulations is unenforceable as against the employee.

Engagement of a person under 18

9. (1) An employer may employ a person between 14 and 18 years of age—

(a) on a part time basis; or

(b) on a casual basis.

10. (1) An employer may engage a person—

(a) between the age of 14 and 18;

(b) who has completed secondary education; and

(c) who is in Ascension as an accompanying dependant;

under a youth trainee agreement.

(2) Each youth trainee agreement must—

(a) be approved by the Administrator;

(b) include adequate welfare safeguards;

(c) obtain the written permission of a parent or guardian consenting to—

(i) the employment of the person; and

(ii) the terms and conditions of the employment.

(3) A youth trainee agreement is not a contract of employment.

Employment (Alternative Contractual Arrangements) Regulations, 2022 No.20 **AB 72**

Made this 17th day of June 2022.

Philip Rushbrook
Governor of Ascension