## AC4.1 Assess suitable types of contractual arrangements dependent on specific workforce need.

Zero-hour contract:

It is a relationship between employer and a staff in which there is no set minimum number of hours offered. There are several benefits for zero-hour contract that include flexibility. SunEnergy can offer staff work when it arises with no obligations, and the staff is paid only for the hours they actually worked. However, in clean energy industry where there is a skill shortage, zero-hour contract is disadvantageous. It allows staff to reject the workload and work somewhere else. That would add more shortage to talents in SunEnergy in addition to the current skills shortage (worknest, n.d.). Accordingly, SunEnergy should not choose to have zero-hour staff due to workload and skills shortage.

Contractor contracts:

SunEnergy could have contractual arrangements with staff on project basis, i.e., the staff does certain job for certain amount of time for certain pay. The merits of project-base contract are that is it cost-effective and filling short-term gap (field engineer, n.d.). SunEnergy do not have to pay the overheads associated with full-time employment like healthcare or retirement plans. This type of contract also provides prompt workforce for temporary situations. Nevertheless, this type of work does not provide the full control of work to SunEnergy; staff work with their won standards. Moreover, there is no loyalty of contractors towards SunEnergy; they would want to finish the project and have another contract.