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| Contract Type | Description/ Requirement  | Types of Work |
| Permanent Contract | There is an indefinite requirement and funding for the post to be carried out as far as can be reasonable predicted | Academic or Support |
| Fixed- Term Contract | There is a finite requirement and/ or funding for the post or there is another objective justification for the fixed term | Academic or Support eg: maternity cover or sickness cover, or to work on a specific project, research  |
| Guaranteed Hours Contract or Fixed Term | Where an employee is guaranteed to be offered a specific minimum number of hours of work in the Guaranteed Hours Period (typically a semester or academic year)  | Associate Lecturer- teaching, backfill for research, backfill for overseas etc  |
| Student Experience Contract, Fixed- Term, Part-Time or Guaranteed Hours | Where the contract is to provide employment linked to a specific programme of study for a fixed period of time as determined by the school for current ENU matriculated students | Associate Lecturer |
| Worker Eg: Casual  | Where is not obligation to offer the individual work, nor the obligation to accept the work and then the individual can be engaged | Cleaning and catering for conferences and functions etc. Demonstrated work and various types of short term and fluctuating work duties eg: to cover the student induction periods |
| Self Employed/ Agreement for service (s) | Where the requirements of the employee’s status are not present, HMRC rules apply | Consultant or External Contractor |
| Agency Worker | Where the agency should always be the employer, with this being clear to any contract between the department and the agency  | An Agency Worker may undertake any type of specified work function but are most likely to be engaged to provide ad-hoc or emergency cover clerical/secretarial/ professional support work  |

Examples:

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| Recruitment Need | Contract Type | Solution |
| Lecturer to support short term teaching gap | Fixed term guaranteed hours contract | Associate Lecturer role to be offered |
| Specialist Teaching Requirement/ Industry Expert | Guaranteed hours contract | Appropriate Grade |
| PhD student | Student Experience Contract | Hours claimed as an when worked  |