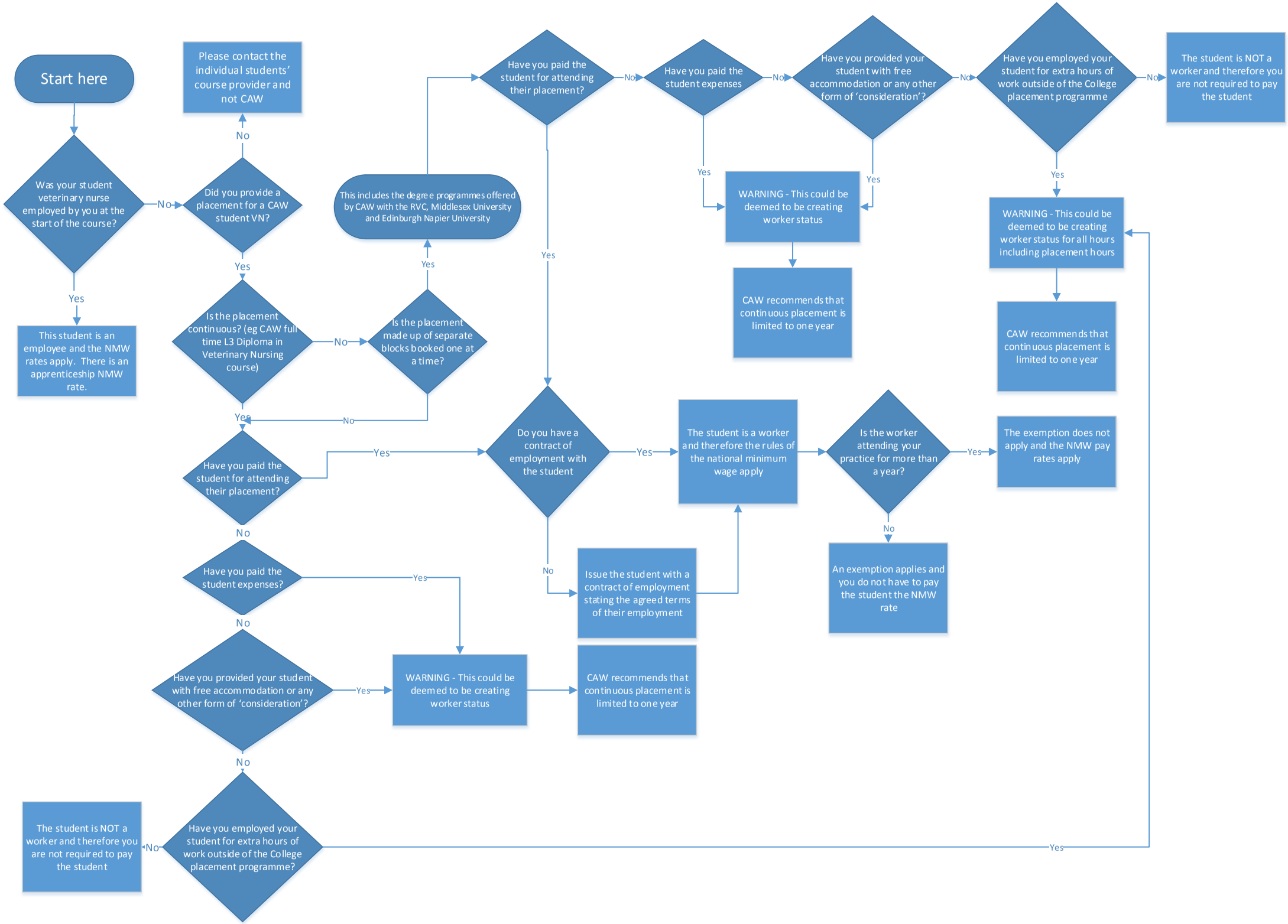
Start here
Was your student veterinary nurse employed by you at the start of the course?
Yes
This student is an employee and the NMW rates apply. There is an apprenticeship NMW rate.
No
Did you provide a placement for a CAW student VN?
No
Please contact the individual students' course provider and not CAW
Yes
Is the placement continuous? (eg CAW full time L3 Diploma in Veterinary Nursing course)
No
Is the placement made up of separate blocks booked one at a time?
Yes
This includes the degree programmes offered by CAW with the RVC, Middlesex University and Edinburgh Napier University
No
Yes
Have you paid the student for attending their placement?
Yes
No
Have you paid the student expenses?
Yes
No
Have you provided your student with free accommodation or any other form of 'consideration'?
Yes
WARNING - This could be deemed to be creating worker status
CAW recommends that continuous placement is limited to one year
No
Have you employed your student for extra hours of work outside of the College placement programme?
No
The student is NOT a worker and therefore you are not required to pay the student
Yes
Have you paid the student for attending their placement?
No
Have you paid the student expenses
No
Have you provided your student with free accommodation or any other form of 'consideration'?
No
Have you employed your student for extra hours of work outside of the College placement programme
No
The student is NOT a worker and therefore you are not required to pay the student
Yes
Yes
Yes
WARNING - This could be deemed to be creating worker status
CAW recommends that continuous placement is limited to one year
WARNING - This could be deemed to be creating worker status for all hours including placement hours
CAW recommends that continuous placement is limited to one year
Yes
Do you have a contract of employment with the student
Yes
The student is a worker and therefore the rules of the national minimum wage apply
Is the worker attending your practice for more than a year?
Yes
The exemption does not apply and the NMW pay rates apply
No
An exemption applies and you do not have to pay the student the NMW rate
No
Issue the student with a contract of employment stating the agreed terms of their employment
CAW recommends that continuous placement is limited to one year