"Many organisations find it beneficial to employ students over the summer. Permanent staff often wish to take their own holidays over this period. Furthermore, it is not uncommon for companies to experience peak workloads in the summer and so require extra staff. Summer employment also attracts students who may return as well-qualified recruits to an organisation when they have completed their education. Ensuring that the students learn as much as possible about the organisation encourages interest in working on a permanent basis. Organisations pay students on a fixed rate without the usual entitlement to paid holidays or bonus schemes."

Statement 1: It is possible that permanent staff who are on holiday can have their work carried out by students.



Statement 2: Students in summer employment are given the same paid holiday benefit as permanent staff.



Statement 3: Students are subject to the organisation's standard disciplinary and grievance procedures.



Statement 4: Some companies have more work to do in the summer when students are available for vacation work.



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