

Implied duties

What implied duties are

There are certain duties that are central to any employment contract. These are sometimes called 'imposed duties'.

The main duties are:

- duty of care
- duty of trust and confidence
- duty of fidelity

These duties:

- are crucial to a good working relationship
- help employers and workers work together effectively
- also apply when someone is not working but is still employed – for example, when they're on holiday or off sick
- cannot be overridden by any express term in the contract

If either the employer or worker breaches one of these duties, it can damage or even end the working relationship.