

# 5 RED FLAGS TO CHECK IN YOUR EMPLOYMENT CONTRACT



## ✓ Restraint of Trade

Most important red flag! This stops you from working for a competitor or from starting your own business in the same industry after you leave the company. Unfortunately this is legal and if you sign and agree to it, you may be bound by it. If you have a restraint of trade clause, strike the clause out and sign next it.

## ✓ Job Description

This is important to get from your employer. It will state exactly what your employer expects from you. Make sure it matches your skills and qualifications. Don't agree to be able to do certain tasks if you are not capable of doing it. The employer can use this against you if you are dismissed.

## ✓ Work Location

This must state where the company expects you to work from. Is it in-office? Do you need to go to different branches? Is it fully remote or work from home? Which city do they want you to work from? All these are important to clarify before signing your contract.

**NB: Check for a clause that states they have a right to move you around the country or to a different place (major red flag!)**

## ✓ Notice Period

When you resign, how long does the company expect you to give a notice? It generally is 1 or 2 months, which is reasonable depending on your position. If it's long, like 5-6 months, RED FLAG! Negotiate it to a shorter period.

## ✓ Salary

Ensure that this matches what you agreed to in the interview. If they verbally said that they will increase your salary after a certain period, ensure you have that in writing.

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