

Senate Select Committee on Job Security

ANSWERS TO QUESTIONS ON NOTICE

Company: Menulog
Topic: Job Security
Reference: Spoken

Question:

1. **Senator CANAVAN:** Mr Belling, what arrangements in Europe are your employees employed under? Are they under the general employment provisions or are they employed under what is often described as a third-way category or some such?

Mr Belling: I want to provide the most accurate answer—and I manage this market, so I'm not entirely sure. Italy is where we did the most recent model, and I believe that that's a common law employee model. I believe that's the same in Spain. But I'm speculating and—

Senator CANAVAN: Could you take that on notice?

Mr Belling: I would like to take that on notice and get back to you.

Answer:

In the majority of European markets, Just Eat Takeaway.com (JET) operates either an employment or worker model for couriers. Couriers are either employed directly by JET (local JET delivery subsidiaries) or through third party agencies with similar terms of employment.

JET currently employs couriers in 13 countries, including Netherlands, Germany, Poland, Belgium, France, Italy, Portugal, Israel, Switzerland, Austria, Bulgaria, Roumania and the UK (worker model). In these markets, couriers are entitled to social security and benefits.

Regardless of whether they are employed directly or via a third party organisation, all couriers through this model receive a contract, with an appropriate hourly salary, employment insurance, social security (in line with the local legislation) and free to use equipment.