

Zero Hours Contract UK

Governed by the Employment Rights Act 1996, Working Time Regulations 1998,
National Minimum Wage Act 1998, and Small Business, Enterprise and Employment Act 2015

This Agreement is made on _____

BETWEEN:

Employer:

of

("the Employer")

and

Worker:

of

("the Worker")

1. Nature of Agreement

This is a Zero Hours Contract. The Worker is engaged on a casual basis with no guaranteed hours of work. The Employer is under no obligation to offer work, and the Worker is under no obligation to accept any offer of work.

2. Assignment of Work

Work may be offered to the Worker on an ad-hoc basis as required. The Worker will be informed of:

- The nature of the assignment
- The location
- The expected duration
- The applicable rate of pay

The Worker may accept or decline any offer of work. Each assignment constitutes a separate engagement.

3. Place of Work

The Worker shall carry out duties at:

4. Duties

The Worker agrees to perform the following duties:

5. Rate of Pay

The Worker will be paid:

£ _____ per hour

Payment will be made:

☐ Weekly☐ Monthly

via:

☐ Bank Transfer☐ Other: _____

6. Hours of Work

Hours of work will vary depending on the needs of the Employer and the availability of the Worker. The Worker is not guaranteed any minimum number of hours.

7. Holiday Entitlement

The Worker will accrue paid holiday in accordance with the Working Time Regulations 1998, at the statutory rate of 5.6 weeks per year, pro-rated based on hours worked.

8. Sickness Absence

In the event of sickness, the Worker must notify the Employer by _____ on the day of absence. Statutory Sick Pay (SSP) will be provided where the Worker is eligible under the statutory provisions.

9. Termination

Each engagement may be terminated by either party with immediate effect unless otherwise agreed in writing. This contract does not create a continuous employment relationship.

10. Status of the Worker

The Worker is classified as a "worker", not an employee, and is entitled to certain statutory rights, including National Minimum Wage, rest breaks, and holiday pay. This contract does not confer employee status.

11. No Exclusivity Clause

The Worker is not prevented from working for other employers, and the Employer shall not penalise the Worker for doing so. This clause complies with the Small Business, Enterprise and Employment Act 2015 and the Exclusivity Terms for Zero Hours Workers (Unenforceability and Redress) Regulations 2022.

12. Confidentiality

The Worker shall not disclose any confidential information obtained during the course of any assignment to any third party, either during or after the engagement.

13. Data Protection

The Employer will process the Worker's personal data in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

14. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of England and Wales, and the parties submit to the exclusive jurisdiction of the courts of England and Wales.

SIGNED BY THE PARTIES:

Signed for and on behalf of the Employer:

Signature: _____

Name: _____ Position: _____

Date (DD/MM/YYYY): _____

Signed by the Worker:

Signature: _____

Name: _____

Date (DD/MM/YYYY): _____