



Department for
Business & Trade

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Dear Lord Fox,

Employment Rights Bill: Zero Hour Contracts

Thank you for your contributions to the Committee session for the Employment Rights Bill on Thursday 8th May.

During the session, we committed to write to you regarding when the regulations required to implement the zero hours contract measures in the Bill will be made available and when the consultation on these measures will be published.

The Government is committed to consulting prior to making the regulations required to implement the key aspects of the zero hours contract measures. We will publish this consultation in due course. We will engage widely throughout the consultation period and use the findings we gather through consultation to inform the detail of the regulations.

The Government knows that the more that we can say about the future implementation timing of these measures, the better employers, workers, and trade unions are able to plan and prepare. Our forthcoming Employment Rights Bill implementation roadmap will set out further detail on our plans. The expert and detailed insights and feedback gained from consultation so far has been invaluable in getting this legislation right.

We will consult extensively on the implementation of the legislation to ensure it works for workers and employers alike and anticipate this meaning the majority of reforms in the Bill will take effect no earlier than 2026.

We are copying this letter to all Noble Lords who spoke in the debate. We are also depositing a copy of this letter in the Library of the House.

Best wishes,

BARONESS JONES OF WHITCHURCH
Parliamentary Under-Secretary of State (Minister for Legislation)
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