

The Rt Hon. the Lord Hunt of Wirral MBE
House of Lords
London
SW1A 0PW

T: +44 (0) 020 4551 0011
E: baronessjones.correspondence@businessandtrade.gov.uk
W: www.gov.uk/dbt

25/07/2025

Dear Lord Hunt,

Employment Rights Bill – Zero Hours Contracts

Thank you for your contributions to the debate on Day 1 of Report Stage of the Employment Rights Bill on the 14 July. In the debate you made contributions on zero hour contracts measures, specifically the right to payment when shifts are cancelled, curtailed, or moved at short notice. I would like to clarify these payments will only be due when **the employer** cancels a shift. Therefore, short notice payments would not be due to the worker in the following scenarios:

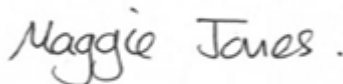
- Where they call to say they can no longer work the shift
- Where they call in sick
- Where they voluntarily give the shift to another worker

I should also highlight that there is a power to create exceptions to the right to short notice payments. The Government will engage further with stakeholders before setting out precisely what these will be. Should you wish to set out any views on possible exceptions then do feel free to share these, either in the Chamber or through writing to me.

I hope this detail provides you with reassurance and I thank you for your robust scrutiny. If you have any further questions or would like to engage further on zero hours measures, please get in touch and we can arrange a follow up meeting at your convenience.

I am depositing a copy of this letter in the Libraries of both Houses.

Yours Sincerely,



BARONESS JONES OF WHITCHURCH
Parliamentary Under-Secretary of State (Minister for Legislation)
Department for Business and Trade