

**WRITTEN QUESTION TO H.M. ATTORNEY GENERAL
BY THE CONNÉTABLE OF ST. MARY
QUESTION SUBMITTED ON MONDAY 8th MARCH 2021
ANSWER TO BE TABLED ON MONDAY 15th MARCH 2021**

Question

“Will H.M Attorney General explain the aspect of employment law which allows for changes in the terms of an employment contract for it to become a zero-hours contract?”

Answer

It is possible to change the terms of an employment contract for it to become a zero-hours contract by mutual agreement between the parties. However, this is fact sensitive, depends on individual circumstances and there are potential pitfalls and difficulties with zero-hours contracts. I would direct the Connétable to an excellent note on this subject prepared by the Jersey Advisory and Conciliation Service.

<https://www.jacs.org.je/media/1094/2019-zero-hour-contracts.pdf>

If the Connétable wishes to receive legal advice in respect of an individual matter, I would encourage him to contact the Parish’s legal advisors or my Department (provided that we do not have a conflict of interest) for assistance.