

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY M.R. HIGGINS OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 17th JANUARY 2017**

Question

Will the Chief Minister advise whether or not the Council of Ministers will ban zero-hour contracts with no minimum hours guaranteed following the example set by the New Zealand Parliament in 2016; and, if not, why not?

Answer

In New Zealand, employers continue to be permitted to provide contracts with no minimum hours of work guaranteed. However, they cannot require such an employee to accept any work that is offered.

In Jersey, a similar position is explained in the Jersey Advisory and Conciliation Service's 'Zero Hour Contracts Guide 2016', which outlines that:

"...in a zero hours contract there should be no obligation on the part of the business to offer work and no obligation on the individual to accept, nor any penalty on for turning down hours of work offered by the employer.

Furthermore any employee working under a contract of employment - regardless of any hours – is protected under the Employment (Jersey) Law 2003...people working under zero hour contracts will generally be employees and will receive the same rights as all other employees, although each case can only be determined by the Tribunal."