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ZERO HOURS CONTRACT

This Agreement is made on _____ [Date]

BETWEEN:

Employer:

_____ [Employer's Full Legal Name]

of

_____ [Employer's Address]

("the Employer")

and

Worker:

_____ [Worker's Full Legal Name]

of

_____ [Worker's Address]

("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:

_____ [Enter work location or indicate "various locations as notified by the Employer"]

4. Duties

The Worker agrees to perform the following duties:

_____ [Brief description of duties or job role]

5. Rate of Pay

The Worker will be paid:

£_____ [Hourly Rate] per hour

Payment will be made:

☐ Weekly

☐ Monthly

via:

☐ Bank Transfer

☐ Other: _____ [Specify]

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 _____ [Time, e.g., 9:00 AM] on the day of absence. Statutory Sick Pay (SSP) will be provided if eligible.

9. Termination

Each engagement may be terminated by either party with immediate effect unless otherwise agreed. 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.

12. Confidentiality

The Worker shall not disclose any confidential information obtained during the course of the assignment to any third party.

13. Data Protection

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

14. Governing Law

This Agreement shall be governed by and interpreted in accordance with the laws of England and Wales.

SIGNED BY THE PARTIES:

Signed for and on behalf of the Employer:

Name: _____ [Employer’s Name]

Position: _____ [Job Title]

Date: _____

Signed by the Worker:

Name: _____ [Worker’s Full Name]

Date: _____

This Zero Hours Contract is provided as a sample template only and does not constitute legal advice. For advice tailored to your specific situation or compliance with current employment law, you should consult with a qualified solicitor in the United Kingdom.