



## Employment Rights Bill – How Will You Be Affected?

Published by **CLH News**

November 1, 2024

The article examines some of the key provisions of the UK Employment Rights Bill and what they mean for employers and workers in the hospitality sector. Known for tight margins and shift work, some of the proposed changes will have a significant impact. One provision seeks to end zero hour contracts to provide workers with a more predictable schedule. It is not clear what the parameters for being a "qualified worker" are, but workers can choose to keep their current contract terms or move toward guaranteed hours.

The provision for reasonable shift notice also could pose complications for the hospitality industry. What qualifies as reasonable notice is vague. The article notes that a flood of "small" claims for reasonable notice could create an immense backlog for an already strained employment tribunal system. Hospitality employers are encouraged to make concerns regarding these new regulations known.

["Employment Rights Bill – How Will You Be Affected?"](#), CLH News, November 1, 2024

---

### CONTACTS

For more information, contact your Katten attorney or any of the following attorneys.



**Brigitte Weaver**

+44 (0) 20 7770 5235

[brigitte.weaver@katten.co.uk](mailto:brigitte.weaver@katten.co.uk)

Attorney advertising. Published as a source of information only. The material contained herein is not to be construed as legal advice or opinion.

©2026 Katten Muchin Rosenman LLP.

All rights reserved. Katten refers to Katten Muchin Rosenman LLP and the affiliated partnership as explained at [katten.com/disclaimer](https://katten.com/disclaimer).