

Changing an employment contract

An employer can make a change ('variation') to an employment contract if:

- [there's something in the contract that allows the change](#) (usually called a 'flexibility clause')
- [the employee agrees to the change](#)
- [the employee's representatives agree to the change](#) (for example, a trade union)

An employer can [force a new contract on employees](#), although this should be a last resort and could lead to legal action.