

Employment Policy Lookahead

Briefing note on parliamentary
legislation



Overview

The Government recently confirmed that the long-awaited Employment Bill has been shelved, instead the Government will be issuing their support for a number of Private Member's Bills. These are expected to gain Royal Assent this summer.

There are currently seven Government-backed Private Member's Bills making their way through Parliament.

This briefing provides an overview:

- Workers (Predictable Terms and Conditions) Bill
- Employment Relations (Flexible Working) Bill
- Protection from Redundancy (Pregnancy and Family Leave) Bill
- Carer's Leave Bill
- Employment (Allocation of Tips) Bill
- Worker Protection (Amendment of Equality Act 2010) Bill
- Neonatal Care (Leave and Pay) Bill

Workers (Predictable Terms and Conditions) Bill

Overview

- A bill to give workers and agency workers the right to request more predictable terms and conditions of work
- Introduced in the House of Commons on 20 June 2022
- The Bill passed Second Reading on 3rd February 2023

Bill explanation

- This Bill will allow...
 - all workers and employees including agency workers the legal right to request a predictable working pattern
- This means that...
 - an agency worker can make an application for a more predictable working pattern if they have worked in the same role with the same hirer for at least 12 continuous calendar weeks

Next steps

- This Bill will be going to **Committee Stage** in the House of Commons
- At Committee Stage MPs can consider amendments to a Bill
- Following Committee Stage the Bill will enter Report Stage in the House of Commons
- Following its completion in the House of Commons the Bill will move to the House of Lords
- Once the Bill has completed all of the stages it will be granted Royal Assent

Sponsor



Scott Benton MP

Conservative Party
Blackpool South
Elected in 2019

Next stage



Committee Stage
House of Commons
Date TBC

*"We are determined to tackle unfair working practices, such as the issue of one-sided flexibility where workers have to be available to their employer, with no guarantee of work."
Kevin Hollinrake MP
Minister for Enterprise, Markets and Small Business at Second Reading, House of Commons*

Employment Relations (Flexible Working) Bill

Overview

- A bill to make provision in relation to the right of employees and other workers to request variations to particular terms and conditions of employment, including working hours, times and locations
- Introduced in the House of Commons on 15th June 2022
- The Bill passed Committee Stage on 7th December 2022

Bill explanation

- This Bill will enhance employees' rights to request flexible working by...
 - extending the number of flexible working requests an employee can make during a 12-month period from one to two;
 - requiring an employer to consult with an employee before refusing a flexible working request

Next steps

- This Bill will be going to **Report stage** in the House of Commons on 24th February
- At Report stage MPs can consider further amendments to a Bill which has been examined in Committee
- Following Report stage the Bill will have its Third Reading in the House of Commons
- After its Third Reading the Bill will enter the House of Lords
- Once the Bill has completed all of the stages it will be granted Royal Assent

Sponsor



Yasmin Qureshi MP

Labour Party
Bolton South East
Elected in 2010

Next stage



Report stage
House of Commons
24th February 2023

"Certainly, it is our intention that the right to request flexible working should become well known and therefore become a discussion point between employers and employees for any role, not just for jobs that may be advertised as flexible."

Kevin Hollinrake MP
Minister for Enterprise, Markets and Small Business at
First Sitting of Public Bill Committee

Protection from Redundancy (Pregnancy and Family Leave) Bill

Overview

- A bill to make provision about protection from redundancy during or after pregnancy or after periods of maternity, adoption or shared parental leave
- Introduced in the House of Commons on 15th June 2022
- The Bill had its First Reading in the House of Lords on 6th February 2023

*"The Bill will make a difference not just in the workplace but at home, so that people truly have a work-life balance."
Dean Russell MP
Minister for Enterprise and Markets at time of Second Reading*

Bill explanation

- This Bill will give the Secretary of State power to...
 - introduce regulations to extend the existing redundancy protections available to women on maternity leave
- This means that...
 - the same protections are also available to cover a woman's pregnancy and for a six-month period after returning to work
- And...
 - the same enhanced protections will also be available to those employees on adoption or shared parental leave

Next steps

- This Bill has completed all of the relevant stages in the House of Commons and has now moved to the House of Lords
- The Bill will have its **Second Reading** in the House of Lords on 3rd March where Peers will have the opportunity to debate the key principles of the Bill
- Following Second Reading the Bill will enter Committee Stage in the House of Lords
- Once the Bill has completed all of the stages it will be granted Royal Assent

Sponsor



Dan Jarvis MP

Labour Party
Barnsley Central
Elected in 2011

Next stage



Second Reading
House of Lords
3rd March 2023

Carer's Leave Bill

Overview

- A bill to make provision about unpaid leave for employees with caring responsibilities
- Introduced in the House of Commons on 15th June 2022
- The Bill had its First Reading in the House of Lords on 6th February 2023

Bill explanation

- This Bill will give the Secretary of State power to...
 - create new regulations setting out an employee's right to carer's leave
- This means that...
 - eligible employees will be entitled to unpaid carer's leave of at least one week within a 12-month period for caring for a dependent, such as a spouse, civil partner, child or parent, who has long-term care needs
- And...
 - like neonatal care leave, the right to carer's leave will be a day one right and will provide protection from dismissal or detriment as a result of taking the leave

Next steps

- This Bill has completed all of the relevant stages in the House of Commons and has now moved to the House of Lords
- The Bill will have its **Second Reading** in the House of Lords on 3rd March where Peers will have the opportunity to debate the key principles of the Bill
- Following Second Reading the Bill will enter Committee Stage in the House of Lords
- Once the Bill has completed all of the stages it will be granted Royal Assent

Sponsor



Wendy Chamberlain MP

Liberal Democrat Party

North East Fife

Elected in 2019

Next stage



Second Reading
House of Lords
3rd March 2023

"The Bill will provide invaluable support to unpaid carers, who carry out such an important and often difficult role in looking after their loved ones."
Dean Russell MP
Minister for Enterprise and Markets at time of Second Reading

Employment (Allocation of Tips) Bill

Overview

- A bill to ensure that tips, gratuities and service charges paid by customers are allocated to workers
- Introduced in the House of Commons on 15th June 2022
- The Bill had its First Reading in the House of Lords on 23rd January 2023

Bill explanation

- This Bill will...
 - create a legal obligation on employers to allocate all qualifying tips, service charges and gratuities fairly between employees
- This means that...
 - employers will also be required to implement a written policy setting out how it allocates qualifying tips amongst its employees
- However...
 - the Bill will only apply to tips an employer receives or exercises control or significant influence over – the Bill will not catch tips paid directly to workers in cash

Next steps

- This Bill has completed all of the relevant stages in the House of Commons and is now at Second Reading in the House of Lords
- The Bill will have its **Second Reading** in the House of Lords on 3rd March where Peers will have the opportunity to debate the key principles of the Bill
- Following Second Reading the Bill will enter Committee Stage in the House of Lords
- Once the Bill has completed all of the stages it will be granted Royal Assent

Sponsor



Virginia Crosbie MP

Conservative Party

Ynys Môn

Elected in 2019

Next stage



Second Reading
House of Lords
3rd March 2023

*"I am pleased to confirm that the Government will support this Bill. Bringing these new rules into force will give new protections to millions of workers in industries where tipping is common."
Jane Hunt MP
Minister for Small Business, Consumers and Labour Markets at time of Second Reading*

Worker Protection (Amendment of Equality Act 2010) Bill

Overview

- A bill to make provision in relation to the duties of employers and the protection of workers under the Equality Act 2010
- Introduced in the House of Commons on 15th June 2022
- The Bill had its First Reading in the House of Lords on 6th February 2023

Bill explanation

- This Bill will...
 - place an obligation on employers to take reasonable steps to prevent employees from suffering harassment in the course of their employment from third parties (such as customers or clients)
- And...
 - create a new duty on employers to take all reasonable steps to prevent sexual harassment of employees in the course of their employment

Next steps

- This Bill has completed all of the relevant stages in the House of Commons and has now moved to the House of Lords
- The date for **Second Reading** in the House of Lords has not yet been confirmed
- Once the Bill has completed all of the stages it will be granted Royal Assent

Sponsor



Wera Hobhouse MP

Liberal Democrat Party

Bath

Elected in 2017

Next stage



Second Reading
House of Lords
Date TBC

*"As the debate on the future workplace proceeds post pandemic, the Government are committed to ensuring that everyone feels safe and supported to thrive. We strongly support the Bill."
Katherine Fletcher MP
Minister for Women at time of Second Reading*

Neonatal Care (Leave and Pay) Bill

Overview

- A bill to ensure that tips, gratuities and service charges paid by customers are allocated to workers
- Introduced in the House of Commons on 15th June 2022
- The Bill had its First Reading in the House of Lords on 23rd January 2023

“Supporting the Bill is in line with our ongoing commitment to support workers and build a high-skilled, high-productivity, high-wage economy.”
Jane Hunt MP
Minister for Small Business, Consumers and Labour Markets at time of Second Reading

Bill explanation

- This Bill will...
 - give parents of a child who is receiving, or has received, neonatal care a statutory entitlement to a minimum of one week’s neonatal care leave which can be taken up to 68 weeks from the child’s date of birth
- And...
 - this will be a day one right available to all employees irrespective of their length of service
- Furthermore...
 - employees with at least 26 weeks’ service, will be entitled to be paid for the neonatal care leave at the prescribed rate

Next steps

- This Bill has completed all of the relevant stages in the House of Commons and is now at Second Reading in the House of Lords
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- Once the Bill has completed all of the stages it will be granted Royal Assent

Sponsor



Stuart C McDonald MP

Scottish National Party
Cumbernauld, Kilsyth and Kirkintilloch East
Elected in 2015

Next stage



**Second Reading
House of Lords
Date TBC**

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