

Employment Rights Bill

AMENDMENTS TO BE MOVED IN COMMITTEE OF THE WHOLE HOUSE

[Supplementary to the Fifth Marshalled List]

Schedule 6

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 218, line 22, after “units” insert “other than in the usual course of the employer’s business”

Member's explanatory statement

This amendment ensures that workers who join a bargaining unit in the usual course of the employer’s business after the application day are not automatically disregarded for the purposes of the recognition process.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 219, leave out lines 28 to 30 and insert “the bargaining unit is agreed or determined in accordance with paragraph 18 or 19”

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 220, line 1, leave out from beginning to “those” in line 5

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 220, line 11, leave out from “which” to end of line 13 and insert “the bargaining unit is agreed or determined in accordance with paragraph 18 or 19.”

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 220, leave out lines 25 to 30 and insert “the bargaining unit is agreed or determined in accordance with paragraph 18 or 19.”

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 221, leave out lines 10 to 18 and insert “the bargaining unit is agreed or determined in accordance with paragraph 18 or 19”

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 221, leave out line 39 and insert —

“(b) the bargaining unit is agreed or determined in accordance with paragraph 18 or 19.”

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 222, line 22, leave out “of an application under paragraph 11(2) or 12(2)” and insert “where the bargaining unit is agreed or determined in accordance with paragraph 18 or 19”

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 222, line 24, leave out from beginning to “those” in line 25

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 223, leave out line 30

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 223, leave out lines 33 to 35

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 224, leave out line 29

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 224, leave out lines 36 and 37

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 225, leave out line 25

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 226, leave out lines 30 and 31

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 227, leave out lines 7 and 8

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 232, line 41, after “sub-paragraph (1)” insert “other than in the usual course of the employer’s business”

Member's explanatory statement

As mentioned in another amendment in the name of Lord Sharpe, it should be permissible for new employees who have not been recruited or redeployed to attempt to frustrate recognition to vote in the election.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 233, leave out lines 21 and 22

Member's explanatory statement

This amendment and others in the name of Lord Sharpe limits trade union access to the workforce to situations where the bargaining unit has been agreed or determined, ensuring that access is only granted once the scope of the unit is clear.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 233, line 35, after “day” insert “other than in the usual course of the employer’s business”

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 240, leave out line 36

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 248, line 34, at end insert—

“provided that in case of either (a) or (b) the workers have not breached any term of their contract of employment.”

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 6, page 250, leave out line 25

After Clause 150

BARONESS LAWLOR

After Clause 150, insert the following new Clause—

“Impact Assessment

- (1) Within 12 months of the day on which this Act is passed, the Secretary of State must publish an assessment of its impact on the public sector, stating the costs of implementation, the number of claims made, the number of cases, the number of claims settled or proceeding to tribunal and the overall cost to the public sector in respect of the provisions of this Act.

- (2) Such an assessment should cover those employed in the public sector and other employees paid from public funds directly or in respect of agency charges.”

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27 May 2025

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