

Employment Rights Bill

AMENDMENTS

TO BE MOVED

IN COMMITTEE OF THE WHOLE HOUSE

[Supplementary to the Corrected Ninth Marshalled List]

**Amendment
No.**

Clause 114

BARONESS COFFEY

272BA★ Clause 114, page 125, line 34, at end insert—

“(1A) This section only applies to an individual, not a trade union or a person acting on behalf of a trading union, seeking to take action against an employer.”

BARONESS COFFEY

272D★ Clause 114, page 125, line 39, at end insert—

“subject to a maximum of £500 for an individual and up to one occasion per financial year for either legal advice or legal representation, or £1,000 for both.”

BARONESS COFFEY

272E★ Clause 114, page 125, line 39, at end insert—

“(2A) The Secretary of State must issue statutory guidance on how funding may be sought and provided within three months of this section coming into effect.”

BARONESS COFFEY

272F★ Clause 114, page 125, line 39, at end insert—

“(2A) The Secretary of State must provide for the provision of legal advice and legal representation, with the sum uncapped, for any worker in whose name legal proceedings are initiated under section 113.”

BARONESS COFFEY

272G★ Clause 114, page 125, line 40, leave out subsection (3)

BARONESS COFFEY

272H★ Clause 114, page 126, line 6, leave out paragraph (b)

BARONESS COFFEY

272J★ Clause 114, page 126, line 16, leave out subsection (6)

Clause 115

BARONESS COFFEY

272K★ Clause 115, page 126, line 28, after “expenses,” insert “as long as it is a maximum of half of the amount of costs or expenses incurred,”

BARONESS COFFEY

272L★ Clause 115, page 127, line 1, leave out subsection (6)

BARONESS COFFEY

272M★ Clause 115, page 127, line 5, leave out subsection (7)

After Clause 135

LORD JACKSON OF PETERBOROUGH

273PB★ After Clause 135, insert the following new Clause –

“Duty to cooperate on UK border security

- (1) Any single labour market enforcement body established in connection with this Part shall have a statutory duty to cooperate with and supply intelligence and information to the following agencies, as necessary for those agencies to discharge their responsibilities under the UK Borders Act 2007 and other relevant legislation –
 - (a) the National Crime Agency;
 - (b) HM Coastguard;
 - (c) the Security Service;
 - (d) the Secret Intelligence Service;
 - (e) HM Revenue and Customs;
 - (f) Home Office police forces;

- (g) the Serious Fraud Office;
 - (h) His Majesty's Army, Navy or Air Force;
 - (i) Interpol;
 - (j) the European Border and Coast Guard Agency (Frontex).
- (2) The Secretary of State shall have regard to any threats to national security, public security, and public safety of the United Kingdom when exercising functions related to this duty.
- (3) The duty to cooperate under subsection (1) shall apply explicitly where, on the basis of evidence held by the single enforcement body, an individual is reasonably suspected of –
- (a) breaching immigration conditions,
 - (b) overstaying a visa or permission to remain,
 - (c) entering the United Kingdom unlawfully,
 - (d) having a criminal conviction, or
 - (e) being deemed not conducive to the public good, as defined in section 3(5A) of the Immigration Act 1971."

Member's explanatory statement

This new clause establishes a statutory duty on the new single labour market enforcement body to cooperate and share intelligence with key border, security, and law enforcement agencies to support their responsibilities under the UK Borders Act 2007 and related legislation. It explicitly requires information sharing when individuals are reasonably suspected of immigration violations, criminal convictions, or being detrimental to the public good.

Clause 144

BARONESS COFFEY

279ZZZA★ Clause 144, page 144, line 19, leave out paragraph (b)

Member's explanatory statement

This is a probing amendment to understand Parliament's role as an employer itself and the role of over 600 other employers on the site.

After Clause 146

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

279ZZB★ After Clause 146, insert the following new Clause –

"Impact assessment on enforcement of holiday pay compliance

- (1) The Secretary of State must, within 12 months of the day on which this Act is passed, lay before Parliament an impact assessment of the ability of businesses to comply with the enforcement provisions of this Act relating to holiday pay entitlements.

- (2) The assessment under subsection (1) must include –
- (a) an evaluation of the practical, administrative and financial implications for employers in meeting the requirements relating to holiday pay,
 - (b) consideration of the capacity of small and medium-sized enterprises to comply with those requirements, and
 - (c) an analysis of any barriers to compliance identified during implementation.”

Member's explanatory statement

This amendment places a duty on the Secretary of State to assess how effectively businesses – particularly small and medium-sized enterprises – are able to comply with the enforcement mechanisms relating to holiday pay under this Act, and to identify any practical barriers or burdens.

Clause 149

BARONESS COFFEY

279GZA★ Clause 149, page 147, line 15, leave out “(and, in certain cases, industrial tribunals in Northern Ireland)”

Clause 151

BARONESS COFFEY

324A★ Clause 151, page 147, line 31, leave out subsection (2)

BARONESS COFFEY

324B★ Clause 151, page 148, line 6, leave out paragraph (d)

BARONESS COFFEY

324C★ Clause 151, page 148, line 9, leave out “negative” and insert “affirmative”

Clause 154

BARONESS COFFEY

326B★ Clause 154, page 149, line 25, leave out “or by a government department”

Clause 156

LORD LEIGH OF HURLEY

329A★ Clause 156, page 150, line 12, leave out subsections (1) to (4) and insert—

- “(1) This section comes into force on the day on which this Act is passed.
- (2) The remainder of this Act may not come into force until the Secretary of State has consulted with small and medium sized enterprises and their representatives on the potential impacts of this Act.
- (3) For the purposes of this section, small and medium sized enterprises are defined as according to the Procurement Act 2023.
- (4) The representatives under subsection (2) are the—
 - (a) British Chambers of Commerce,
 - (b) Institute of Directors,
 - (c) Confederation of British Industry,
 - (d) British Retail Consortium,
 - (e) Federation of Small Businesses, and
 - (f) Entrepreneurs Network.”

Employment Rights Bill

AMENDMENTS
TO BE MOVED
IN COMMITTEE OF THE WHOLE HOUSE
[Supplementary to the Corrected Ninth Marshalled List]

16 June 2025
