

Employment Rights Bill

RUNNING LIST OF ALL AMENDMENTS ON REPORT

*Tabled up to and including
27 June 2025*

[Amendments marked ★ are new or have been altered]

Clause 1

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Clause 1, page 2, line 8, leave out “be offered” and insert “request”

Member's explanatory statement

This amendment changes the provisions in the Bill from a requirement for an employer to offer guaranteed hours to a right to request guaranteed hours by an employee.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Clause 1, page 2, line 10, leave out from “27BB” to end of line 14 and insert “if the worker requests it”

Member's explanatory statement

This amendment changes the provisions in the Bill from a requirement for an employer to offer guaranteed hours to a right to request guaranteed hours by an employee.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Clause 1, page 3, line 21, leave out “with the specified day” and insert “26 weeks after the day on which the period began”

Member's explanatory statement

This amendment would set the initial reference period for the right to guaranteed hours to 26 weeks.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Clause 1, page 3, line 23, leave out “beginning and ending with the specified days” and insert “of 26 weeks”

Member's explanatory statement

This amendment would set the initial reference period for the right to guaranteed hours to 26 weeks.

Clause 23

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Leave out Clause 23 and insert—

“Right not to be unfairly dismissed: reduction of qualifying period and introduction of initial period of employment

Schedule 3 contains provision—

- (a) reducing the qualifying period of employment for unfair dismissal and introducing provisions in respect of an initial period of employment, and
- (b) making further consequential amendments.”

Member's explanatory statement

This amendment provides that the qualifying period for unfair dismissal is reduced as set out in further amendments to Schedule 3. It also provides for an initial period of employment after the qualifying period during which a modified process and different compensation limit would apply, as set out in further regulations.

Clause 26

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Clause 26, page 46, line 30, at end insert—

- “(3A) Subsection (1) does not apply if the variation concerns the employee’s place of work and section 139(1)(a) (ii) or 139(1)(b)(ii) (redundancy: ceasing to carry on business) applies.”

Member's explanatory statement

This amendment clarifies that dismissals amounting to a place of work redundancy are not to be treated as automatically unfair.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Clause 26, page 47, line 34, after “with” insert “subsection (3A) and”

Member's explanatory statement

This amendment clarifies that dismissals amounting to a place of work redundancy are not to be treated as automatically unfair.

Clause 65

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Clause 65, page 96, line 23, leave out subsection (2)

Member's explanatory statement

This probing amendment would reinstate the 50% threshold requirement for industrial action to be voted on by a trade union and seeks to probe whether the Government perceives a risk to the democratic integrity of trade union ballots for industrial action as a result of the provisions to remove the 50% requirement.

Clause 113

LORD CARTER OF HASLEMERE

★

Leave out Clause 113

After Clause 150

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

After Clause 150, insert the following new Clause—

“Disapplication for businesses with fewer than 50 employees

None of the amendments made by sections 1 to 6, 8 to 13, 27, 55, 56 or 62 apply to businesses with fewer than 50 employees.”

Member's explanatory statement

This amendment seeks to disapply specific provisions of the Bill for businesses with fewer than 50 employees.

THE EARL OF CLANCARTY
LORD FREYBERG
LORD CLEMENT-JONES

Revised version of the amendment published on 26 June

After Clause 150, insert the following new Clause —

“Independent Freelance Commissioner

- (1) There is to be an office known as the Office of the Freelance Commissioner.
- (2) The Office in subsection (1) must be established by the Secretary of State by regulations three months after the day on which this Act is passed.
- (3) The Office of the Freelance Commissioner will be led by an individual appointed by the Secretary of State titled the “Independent Freelance Commissioner”.
- (4) The role in subsection (3) is referred to as the “Freelance Commissioner”.
- (5) The Freelance Commissioner may appoint staff to the Office of the Freelance Commissioner they consider necessary for assisting in the exercise of their functions in subsection (6).
- (6) The Freelance Commissioner is responsible for —
 - (a) representing the interests of freelance workers in the application of employment rights under this Act,
 - (b) ensuring fair treatment of freelance workers across different sectors, including the creative industries,
 - (c) regularly engaging with sectors with high proportions of freelance workers, including the creative industries, about the application of provisions of this Act,
 - (d) gathering and analysing data about the freelance workforce,
 - (e) identifying issues and finding solutions to challenges faced by freelance workers as a result of provisions in this Act, and
 - (f) ensuring that the duty to consider the freelancer workforce under section 230A of the Employment Rights Act 1996 (*Duty to consider freelancer workforce*) is discharged properly.
- (7) The Freelance Commissioner must publish an annual report on the discharge of their functions set out in subsection (6) and lay this report before Parliament.
- (8) For this purpose of this section, a freelancer is defined according to section 230A of the Employment Rights Act 1996 (*Definition of “freelancer”*)
- (9) A statutory instrument containing regulations under this section is subject to annulment in pursuance of a resolution of either House of Parliament.”

Member's explanatory statement

This amendment establishes the office of the Freelance Commissioner and makes provisions for relevant duties and responsibilities.

LORD CLEMENT-JONES
THE EARL OF CLANCARTY
LORD FREYBERG

After Clause 150, insert the following new Clause –

“Definition of “freelancer”

After section 230 of the Employment Rights Act 1996 (employees, workers etc) insert –

“230A Definition of “freelancer”

- (1) For the purposes of this Act, a “freelancer” means an individual who is engaged to work by a company directly on flexible contracts, through their own company or through other companies on a short-term basis, and who is typically responsible for their own tax and national insurance contributions and is not entitled to the same employment rights as employees.
- (2) The Secretary of State may, by regulations, issue further guidance on the factors to be considered when determining whether an individual is a “freelancer” for the purposes of this Act, taking into account evolving working practices and relevant case law.””

Member's explanatory statement

This amendment provides a definition of a freelancer.

LORD CLEMENT-JONES
THE EARL OF CLANCARTY
LORD FREYBERG

After Clause 150, insert the following new Clause –

“Duty to consider freelancer workforce

After section 230 of the Employment Rights Act 1996 (employees, workers etc) insert –

“230A Duty to consider freelancer workforce

- (1) When formulating new policies or regulations that may impact the workforce, relevant government departments, including but not limited to the Department for Business and Trade, the Department for Work and Pensions, and the Department for Culture, Media and Sport, must have due regard to the specific needs and circumstances of the freelancer workforce, as defined in section 230A.
- (2) The Freelance Commissioner must be consulted during the development of any such policies or regulations to provide expert advice on their potential impact on freelancers.””

Member's explanatory statement

This amendment places a duty on government departments to consider the needs of freelancers when developing new policies and regulations.

LORD FREYBERG
THE EARL OF CLANCARTY
LORD CLEMENT-JONES

After Clause 150, insert the following new Clause –

“Impact assessment: arts and cultural organisations

Within 12 months of the day on which this Act is passed, the Secretary of State must publish an assessment of the impact of provisions in this Act on arts and cultural organisations.”

Member's explanatory statement

This amendment mandates the government to assess the financial impact of new employment protections on arts and cultural organisations.

LORD FREYBERG
THE EARL OF CLANCARTY
LORD CLEMENT-JONES

After Clause 150, insert the following new Clause –

“Independent review board

- (1) Within six months of the day on which this Act is passed, the Secretary of State must establish an independent review board to monitor the impact of changes made to employment rights by this Act on the arts and cultural sector.
- (2) The independent review board must –
 - (a) conduct annual impact assessments, including consideration of employment rates and sector growth,
 - (b) recommend policy adjustments if evidence shows that changes to employment rights made by this Act are leading to unintended consequences, and
 - (c) hear representations from trade unions, the arts and cultural sector and any other such persons they see fit.”

Member's explanatory statement

This amendment establishes an independent review board to monitor the real-world impact of employment reforms on cultural institutions through annual assessments and policy recommendations, ensuring that new regulations can be adjusted if they lead to unintended consequences such as job losses or organisational closures.

LORD FREYBERG

★ After Clause 150, insert the following new Clause —

“Ministerial responsibility for managing the impact of this Act on freelancers

- (1) The Prime Minister must specify a Minister of the Crown to be responsible for managing the impact of provisions in this Act on freelancers.
- (2) The Minister appointed by virtue of subsection (1) is responsible for —
 - (a) representing the interests of freelance workers in the application of employment rights under this Act,
 - (b) ensuring fair treatment of freelance workers across different sectors,
 - (c) regularly engaging with sectors with high proportions of freelance workers about the application of provisions of this Act,
 - (d) gathering and analysing data about the freelance workforce,
 - (e) identifying issues and finding solutions to challenges faced by freelance workers as a result of provisions in this Act,
 - (f) assessing the need for changes to employment rights for freelance workers, and
 - (g) ensuring that relevant government departments, including but not limited to the Department for Business and Trade, the Department for Work and Pensions, and the Department for Culture, Media and Sport, have due regard to the specific needs and circumstances of the freelancer workforce.
- (3) In carrying out the responsibilities set out in subsection (2), the Minister must consult frequently with freelancers and representatives of relevant industries.
- (4) The Minister must publish an annual report on the discharge of their functions set out in subsection (2) and lay this report before Parliament.
- (5) For the purposes of this section, a “freelancer” means an individual who is engaged to work by a company directly on flexible contracts, through their own company or through other companies on a short-term basis, and who is typically responsible for their own tax and national insurance contributions and is not entitled to the same employment rights as employees.
- (6) The Secretary of State may, by regulations subject to the negative procedure, issue further guidance on the factors to be considered when determining whether an individual is a “freelancer” for the purposes of this Act, taking into account evolving working practices and relevant case law.”

Member's explanatory statement

This amendment creates a dedicated ministerial position responsible for managing the impact of employment legislation on freelancers and makes provisions for relevant duties and responsibilities.

Schedule 3

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 194, line 24, leave out paragraphs 1 and 2 and insert –

- “1 Section 108 of the Employment Rights Act 1996 (qualifying period of employment) is amended as follows –
- (a) in subsection (1) omit “two years” and insert “six months”;
 - (b) after subsection (5), insert –
 - “(6) Subsection (1) does not apply if section 4(3)(b) of the Rehabilitation of Offenders Act 1974 (read with any order made under section 4(4) of that Act) applies.””

Member's explanatory statement

This amendment reduces the qualifying period for unfair dismissal from two years to six months, leaving in place the existing exceptions to that qualifying period in section 108(3) of the Employment Rights Act and adding a new exception in relation to spent convictions.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 196, line 33, leave out “on or before the last day of” and insert “during”

Member's explanatory statement

This amendment is consequential on another in the name of Lord Sharpe of Epsom which provides that the initial period of employment begins after the qualifying period for unfair dismissal.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 197, line 31, leave out from beginning to end of line 2 on page 198

Member's explanatory statement

This amendment provides that the initial period of employment begins after the qualifying period for unfair dismissal.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 198, line 10, leave out paragraphs (b) and (c)

Member's explanatory statement

This amendment provides that the initial period of employment begins after the qualifying period for unfair dismissal.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 198, line 20, after “occurs” insert “before the employee has been continuously employed for the period set out in section 108(1) or”

Member's explanatory statement

This amendment provides that an employee is not entitled to a written statement of reasons for dismissal if the employee is dismissed during either the qualifying period for unfair dismissal or the initial period of employment.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 198, line 27, after “substitute” insert “she has been continuously employed for any period or”

Member's explanatory statement

This amendment is consequential on other amendments to Schedule 3 by Lord Sharpe of Epsom and provides that an employee is entitled to a written statement of reasons for dismissal if dismissed when pregnant or on maternity leave, regardless of length of service.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 198, line 30, after “substitute” insert “he has been continuously employed for any period or”

Member's explanatory statement

This amendment is consequential on other amendments to Schedule 3 tabled by Lord Sharpe of Epsom and provides that an employee is entitled to a written statement of reasons for dismissal if dismissed when on adoption leave, regardless of length of service.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 198, line 32, leave out sub-paragraphs (3) and (4)

Member's explanatory statement

These amendments are consequential on others to Schedule 3 in the name of Lord Sharpe of Epsom.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 198, line 39, leave out sub-paragraphs (6) to (10)

Member's explanatory statement

These amendments are consequential on others to Schedule 3 in the name of Lord Sharpe of Epsom.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 199, line 12, leave out paragraph 7

Member's explanatory statement

These amendments are consequential on other amendments to Schedule 3 in the name of Lord Sharpe of Epson.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 199, line 22, leave out sub-paragraph (2)

Member's explanatory statement

These amendments are consequential on other amendments to Schedule 3 in the name of Lord Sharpe of Epson.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 199, line 38, leave out paragraphs (b) to (d)

Member's explanatory statement

These amendments are consequential on other amendments to Schedule 3 in the name of Lord Sharpe of Epson.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 200, line 1, leave out paragraph 11

Member's explanatory statement

These amendments are consequential other amendments to for Schedule 3 in the name of Lord Sharpe of Epson.

LORD SHARPE OF EPSOM
LORD HUNT OF WIRRAL

Schedule 3, page 200, leave out lines 11 to 22

Member's explanatory statement

These amendments are consequential on other amendments to Schedule 3 in the name of Lord Sharpe of Epson.

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