

# Employment Rights Bill

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## RUNNING LIST OF ALL AMENDMENTS ON REPORT

*Tabled up to and including  
3 July 2025*

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*The amendments are listed in accordance with the following Instruction –*

Clauses 1 to 4	Clauses 58 to 87
Schedule 1	Schedule 7
Clauses 5 and 6	Clauses 88 to 128
Schedule 2	Schedule 8
Clauses 7 to 23	Clauses 129 to 132
Schedule 3	Schedule 9
Clauses 24 to 35	Clauses 133 to 146
Schedule 4	Schedules 10 and 11
Clauses 36 to 53	Clauses 147 to 149
Schedule 5	Schedule 12
Clauses 54 to 57	Clauses 150 to 157
Schedule 6	Title

*[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 10**

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Clause 10, page 38, line 12, leave out paragraph (b) and insert—

“(b) in subsection (2), for “four” substitute “two”. ”

***Member's explanatory statement***

*This amendment preserves a minimum one-day waiting period for statutory sick pay, by reducing the qualifying threshold from four days to two, rather than introducing a day-one entitlement.*

**Clause 11**

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Clause 11, page 38, line 30, at end insert—

“(4) This section does not apply to an employer who maintains a contractual sick pay scheme that pays at a rate equal to or greater than 80% of the employee’s normal weekly earnings.”

***Member's explanatory statement***

*This amendment exempts employers from the statutory sick pay requirement if they already provide a contractual scheme that pays at least 80% of normal weekly earnings.*

**After Clause 17**

LORD PALMER OF CHILDS HILL

After Clause 17, insert the following new Clause—

**“Kinship care leave**

- (1) The Employment Rights Act 1996 is amended as follows.
- (2) After section 80EI insert—

**“CHAPTER 5A****KINSHIP CARE LEAVE****80EJ Kinship care leave**

- (1) The Secretary of State must make regulations entitling an employee to be absent from work on leave under this section if the employee satisfies conditions specified in the regulations as to an eligible kinship care arrangement with a child.
- (2) The regulations must include provision for determining—
  - (a) the extent of an employee's entitlement to leave under this section in respect of a child;
  - (b) when leave under this section may be taken.
- (3) Provision under subsection (2)(a) must secure that—
  - (a) where only one employee is entitled to leave under this section in respect of a given child, the employee is entitled to at least 52 weeks' leave;
  - (b) where more than one employee is entitled to leave under this section in respect of the same child, those employees are entitled to share at least 52 weeks' leave between them.
- (4) An employee is entitled to leave under this section only if the eligible kinship care arrangement is intended to last—
  - (a) at least one year, and
  - (b) until the child being cared for attains the age of 18.
- (5) For the purposes of this Chapter, “eligible kinship care arrangement” means—
  - (a) special guardianship,
  - (b) a kinship child arrangement,
  - (c) a private fostering arrangement, or

- (d) a private family arrangement, within the meaning given by section (*Meaning of “kinship care”*) of the Employment Rights Act 2025.
- (6) The regulations may make provision about how leave under this section is to be taken.
- (7) In this section—
  - (a) “special guardianship”, “kinship child arrangement”, “private fostering arrangement” and “private family arrangement” have the same meanings as in section (*Meaning of “kinship care”*) of the Employment Rights Act 2025.
  - (b) “week” means any period of seven days.

### **80EK Rights during and after kinship care leave**

- (1) Regulations under section 80EJ must provide—
  - (a) that an employee who is absent on leave under that section is entitled, for such purposes and to such extent as the regulations may prescribe, to the benefit of the terms and conditions of employment which would have applied but for the absence,
  - (b) that an employee who is absent on leave under that section is bound, for such purposes and to such extent as the regulations may prescribe, by obligations arising under those terms and conditions (except in so far as they are inconsistent with subsection (1) of that section), and
  - (c) that an employee who is absent on leave under that section is entitled to return from leave to a job of a kind prescribed by regulations, subject to section 80EL.
- (2) The reference in subsection (1)(c) to absence on leave under section 80EJ includes, where appropriate, a reference to a continuous period of absence attributable partly to leave under that section and partly to any one or more of the following—
  - (a) maternity leave;
  - (b) paternity leave;
  - (c) adoption leave;
  - (d) shared parental leave;
  - (e) parental leave;
  - (f) parental bereavement leave.
- (3) In subsection (1)(a), “terms and conditions of employment”—
  - (a) includes matters connected with an employee’s employment whether or not they arise under the contract of employment, but
  - (b) does not include terms and conditions about remuneration.
- (4) Regulations under section 80EJ may specify matters which are, or are not, to be treated as remuneration for the purposes of this section.

- (5) Regulations under section 80EJ may make provision, in relation to the right to return mentioned in subsection (1)(c), about –
  - (a) seniority, pension rights and similar rights;
  - (b) terms and conditions of employment on return.

#### **80EL Special cases**

- (1) Regulations under section 80EJ may make provision about –
  - (a) redundancy during or after a period of leave under that section, or
  - (b) dismissal (other than by reason of redundancy) during a period of leave under that section.
- (2) Provision by virtue of subsection (1) may include –
  - (a) provision requiring an employer to offer alternative employment;
  - (b) provision for the consequences of failure to comply with the regulations (which may include provision for a dismissal to be treated as unfair for the purposes of Part 10).

#### **80EM Chapter 5A: supplemental**

- (1) Regulations under section 80EJ may –
  - (a) make provision about notices to be given, evidence to be produced and other procedures to be followed by employees and employers;
  - (b) make provision requiring employers or employees to keep records;
  - (c) make provision for the consequences of failure to give notices, to produce evidence, to keep records or to comply with other procedural requirements;
  - (d) make provision for the consequences of failure to act in accordance with a notice given by virtue of paragraph (a);
  - (e) make special provision for cases where an employee has a right which corresponds to a right under section 80EJ and which arises under the person's contract of employment or otherwise;
  - (f) make provision modifying the effect of Chapter 2 of Part 14 (calculation of a week's pay) in relation to an employee who is or has been absent from work on leave under section 80EJ;
  - (g) make provision applying, modifying or excluding an enactment, in such circumstances as may be specified and subject to any conditions which may be specified, in relation to a person entitled to take leave under section 80EJ;
  - (h) make different provision for different cases or circumstances;
  - (i) make consequential provision.
- (2) The cases or circumstances mentioned in subsection (1)(h) include –
  - (a) more than one child being subject to the same eligible kinship care arrangement, and

- (b) a child being subject to an eligible kinship care arrangement on two or more separate occasions,  
and regulations may, in particular, make special provision regarding the applicability and extent of the entitlement to leave in such circumstances.
- (3) The Secretary of State may by regulations make provision for some or all of a period of kinship care leave to be paid.””

***Member's explanatory statement***

*This amendment inserts provision which sets out an entitlement to kinship care leave.*

LORD PALMER OF CHILDS HILL

After Clause 17, insert the following new Clause—

**“Meaning of kinship care**

- (1) This section defines “kinship care” for the purposes of sections 80EF to 80EI of the Employment Rights Act 1996 (inserted by section (*Kinship care leave*) of this Act).
- (2) Kinship care describes an arrangement where a child is raised by a friend, relative or extended family member other than a parent.
- (3) Subsections (3) to (8) set out the arrangements that are recognised as being types of kinship care.
- (4) An arrangement where a child is adopted (within the meaning of Chapter 4 of the Adoption and Children Act 2002) by a friend, relative or extended family member (“kinship adoption”).
- (5) An arrangement where—
  - (a) a child is looked after by a local authority (within the meaning of section 22 of the Children Act 1989), and
  - (b) a friend, relative or extended family member of that child is approved by the local authority to be a foster carer for that child (“kinship foster care”).
- (6) An arrangement created by a special guardianship order pursuant to section 14A of the Children Act 1989 (“special guardianship”).
- (7) An arrangement created by a child arrangements order pursuant to section 8 of the Children Act 1989 where the court orders that a child is to live predominantly with a friend, relative or extended family member of that child (“kinship child arrangement”).
- (8) An arrangement where a child is fostered privately (within the meaning of section 66 of the Children Act 1989) by a friend or extended family member (“private fostering arrangement”).
- (9) Any other arrangement where a child is cared for, and provided with accommodation in their own home—
  - (a) by a relative of the child, other than—

- (i) a parent of the child, or
- (ii) a person who is not a parent of the child but who has parental responsibility for the child, and
- (b) where the arrangement has lasted, or is intended to last, for at least 28 days (“private family arrangement”).”

***Member's explanatory statement***

*This new clause is linked to the new clause about kinship care leave.*

**After Clause 18**

LORD HOGAN-HOWE

After Clause 18, insert the following new Clause –

**“Special constables: right to time off for public duties**

- (1) The Employment Rights Act 1996 is amended as follows.
- (2) In section 50 (Right to time off for public duties), after subsection (1) insert –
  - “(1A) An employer shall permit an employee who is a special constable, appointed in accordance with section 27 of the Police Act 1996, section 9 of the Police and Fire Reform (Scotland) Act 2012 or section 25 of the Railways and Transport Safety Act 2003, to take time off during the employee’s working hours for the purpose of performing their duties.
  - (1B) In section (1A), “duties” means any activity under the direction of a chief officer of police.””.

***Member's explanatory statement***

*This new clause gives employees who are special constables the right to time off to carry out their police duties.*

**Clause 23**

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Leave out Clause 23 and insert the following new Clause –

**“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.*

LORD VAUX OF HARROWDEN

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Leave out Clause 23 and insert the following new Clause –

**“Right not to be unfairly dismissed: reduction of qualifying period etc**

Schedule 3 contains provision –

- (a) amending section 108 of the Employment Rights Act 1996 (unfair dismissal: qualifying period of employment), and
- (b) making further consequential amendment.”

***Member's explanatory statement***

*This amendment, along with an amendment to Schedule 3 tabled by Lord Vaux of Harrowden, would reduce the length of the qualifying period during which an employee may not claim unfair dismissal other than for certain specific reasons from two years to six months.*

**Schedule 3**

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL  
BARONESS NEVILLE-ROLFE

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 29, after “employment” insert “beginning with the day after the employee has been continuously employed for the period set out in section 108(1) of the Employment Rights Act 1996”

***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 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 Epsom.*

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.*

LORD VAUX OF HARROWDEN



Leave out Schedule 3 and insert the following new Schedule—

“SCHEDULE 3

Section 23

RIGHT NOT TO BE UNFAIRLY DISMISSED: REDUCTION OF QUALIFYING PERIOD, ETC

- 1 In section 92(3) of the Employment Rights Act 1996 (right to written statement of reasons for dismissal) omit “two years” and insert “six months”.

- 2 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) In subsection (2) omit “two years” and insert “six months”.

***Member's explanatory statement***

*This amendment, along with an amendment to Clause 23 tabled by Lord Vaux of Harrowden would reduce the length of the qualifying period during which an employee may not claim unfair dismissal other than for certain specific reasons for two years to six months.*

**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 in relation to an employee if the employer shows that the variation would not result in a reduction of the employee’s pay and benefits.”

***Member's explanatory statement***

*This amendment seeks to ensure that dismissal after a refusal to accept a variation cannot be considered unfair if the variation does not entail reduced pay and benefits.*

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.*

**After Clause 26**

BARONESS NOAKES

After Clause 26, insert the following new Clause—

**“Part 1 exemptions**

- (1) The Secretary of State may by regulations specify that specified categories of person shall be exempt in whole or in part from all or any of the provisions of Part 1 of this Act.
- (2) Regulations may provide that exemptions apply for a specified period of time.
- (3) The categories of person exempted by regulations may be defined by the activities which they carry out, their size, their legal status or in any other way that the Secretary of State considers appropriate.
- (4) Regulations made under this section are subject to the affirmative procedure.”

BARONESS KRAMER

After Clause 26, insert the following new Clause—

**“Protected disclosures and the Office of the Whistleblower**

- (1) The Employment Rights Act 1996 is amended as follows.
- (2) For section 43A (meaning of “protected disclosure”) substitute—

**“43A Meaning of “protected disclosure”**

In this Act a “protected disclosure” means any disclosure of information which is made in the public interest to persons specified in section 43C(1), and which is a qualifying disclosure under section 43C(1), which relates to one or more of the matters in section 43B(1) and which relates to a circumstance which has occurred, is occurring or may occur.”

- (3) In section 43B (disclosures qualifying for protection), for subsection (1) substitute—
  - “(1) In this Part, a qualifying disclosure means any disclosure of information which relates to—
    - (a) a criminal offence or regulatory breach;
    - (b) the failure of any person including a relevant person to comply with a legal obligation;
    - (c) a miscarriage of justice;
    - (d) the endangering of the health or safety of any person;
    - (e) damage to the environment;
    - (f) mismanagement of public funds;
    - (g) misuse or abuse of authority;
    - (h) such other matters as may be prescribed in regulations made by the Secretary of State;

- (i) concealment of information or removal or deletion or destruction of any documents relating to the above matters.”
- (4) In section 43C (disclosure to employer or other responsible person), for subsection (1) substitute —
  - “(1) The persons referred to in section 43A are —
    - (a) the Office of the Whistleblower;
    - (b) a relevant person;
    - (c) a person who, in the reasonable belief of the person making the disclosure is a relevant person;
    - (d) a person to whom it is reasonable for the person making the disclosure to make that disclosure.”
- (5) After section 43C, insert the following new section —

**“43CA Disclosure to the Office of the Whistleblower**

- (1) The Secretary of State must, by regulations made by statutory instrument, within one year after the day on which the Employment Rights Act 2025 is passed, establish a body corporate called the Office of the Whistleblower (hereafter referred to as “the Office”).
- (2) The principal duty of the Office is to protect whistleblowers and have oversight of the process of whistleblowing.
- (3) The functions of the Office are to —
  - (a) set minimum standards for whistleblowing policies, procedures and reporting structures;
  - (b) monitor and enforce compliance with those standards;
  - (c) provide an independent disclosure and reporting service;
  - (d) provide support for whistleblowers;
  - (e) bring actions for the offence specified in subsection (6) including action notices, redress orders and interim relief orders which may be appealed to the First-tier Tribunal;
  - (f) prevent the exercise of Confidentiality Agreements and Non-Disclosure Agreements except where non-disclosure is for purposes of commercial confidentiality or to provide whistleblower anonymity.
- (4) For the purposes of this Act, a person is a “whistleblower” if they are a worker who has made, makes or is intending to make a protected disclosure or is perceived by a relevant person to have made, be making or intend to make a protected disclosure, related to their employment.
- (5) Any whistleblower who is dismissed from their employment may refer their case to the Office of the Whistleblower, regardless of whether whistleblowing is cited as a cause of their dismissal.
- (6) A person who intentionally or recklessly submits a whistleblower to detriment is guilty of an offence.

- (7) For the purposes of this section, the maximum amount of the fine shall be –
  - (a) in the case of an individual, 10% of their gross annual income, not exceeding £50,000;
  - (b) in any other case, an amount not exceeding 10% of the entity’s annual global turnover.
- (8) Cases arising from subsection (6) are to be heard by the Employment Tribunal.
- (9) A statutory instrument containing regulations under this section may not be made unless a draft of the instrument has been laid before and approved by a resolution of each House of Parliament.””

***Member's explanatory statement***

*This amendment establishes the Office of the Whistleblower to protect whistleblowers, oversee whistleblowing processes, and enforce compliance with reporting standards. It also allows dismissed whistleblowers to refer their cases to the Office and expands the definition of protected disclosures to cover various public interest concerns, including criminal offences and mismanagement of public funds.*

BARONESS KRAMER

After Clause 26, insert the following new Clause –

**“Regulations to protect whistleblowers**

- (1) The Secretary of State must, by regulations, make provision to –
  - (a) extend the circumstances in which an employee is considered unfairly dismissed after making a protected disclosure, and
  - (b) require employers to take reasonable steps to investigate any disclosure made to them under section 43C of the Employment Rights Act 1996.
- (2) Regulations made under subsection 1 apply to any employer with –
  - (a) 50 or more employees,
  - (b) an annual business turnover or annual balance sheet total of £10 million or more,
  - (c) operations in financial services, or
  - (d) vulnerabilities in other respects to money laundering or terrorist financing.
- (3) When making regulations under subsection (1)(b), the Secretary of State must set out in statutory guidance what “reasonable steps” should include.
- (4) The Secretary of State must make regulations under this section within six months of the day on which this Act is passed.
- (5) Regulations under this section are subject to the negative resolution procedure.”

***Member's explanatory statement***

*This new clause requires the Secretary of State to make regulations strengthening whistleblower protections by broadening unfair dismissal grounds and obliging certain employers to take reasonable steps to investigate protected disclosures.*

BARONESS GREY-THOMPSON

After Clause 26, insert the following new Clause —

**“Serious childhood illness pay and leave**

The Secretary of State must, by regulations made by statutory instrument subject to the affirmative resolution procedure, amend section 171ZZ16 (entitlement) of the Social Security Contributions and Benefits Act 1992 and section 80EF (neonatal care leave) of the Employment Rights Act 1996 so that the provisions in those sections extend to parents caring for a child up to the age of 16.”

***Member's explanatory statement***

*This amendment introduces a right for parents to be absent from work for a prescribed period, and to be paid during that period at a prescribed rate, to care for a child between the ages of 29 days and 16 years who is receiving, or has received, specified types of medical or palliative care.*

LORD PALMER OF CHILDS HILL

★

After Clause 26, insert the following new Clause —

**“Right to be accompanied by a certified professional companion**

- (1) Section 10 of the Employment Relations Act 1999 (right to be accompanied) is amended as follows.
- (2) In subsection (3), after paragraph (b) insert —
  - “(ba) a person who has been reasonably certified in writing by a professional body as having experience of, or as having received training in, acting as a worker’s companion at disciplinary or grievance hearings, or”.
- (3) After subsection (7) insert —
  - “(8) In this section, “professional body” means any organisation which is authorised by regulations made by statutory instrument.”.
- (4) In section 42 of the Employment Relations Act 1999 (orders and regulations), after “3,” insert “10(8),”.

***Member's explanatory statement***

*This new clause would expand the right to be accompanied by a certified companion at disciplinary and grievance hearings. It would also give the Secretary of State the power to authorise such bodies by regulation, subject to the affirmative procedure, thereby ensuring parliamentary oversight.*



## BARONESS FOX OF BUCKLEY

★ After Clause 26, insert the following new Clause—

**“Right to be accompanied**

- (1) Section 10 of the Employment Relations Act 1999 (right to be accompanied) is amended as follows.
- (2) Omit subsection (2A)(b).
- (3) Omit subsection (3).”

***Member's explanatory statement***

*This new Clause removes the restriction of a trade union as only being those who may accompany a worker. This will allow any person the worker chooses to accompany the worker; for example, family, friends, professionals from the relevant industry etc. It retains the provision that the worker may only be accompanied by one companion.*

**Schedule 6**

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 227, line 12, leave out sub-paragraphs (3) and (4)

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 227, line 22, leave out sub-paragraphs (6) and (7)

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 241, line 16, leave out “the required percentage (see paragraph 171B)” and insert “10 per cent”

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 243, line 10, leave out “the required percentage (see paragraph 171B)” with “10 per cent”

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 244, line 12, leave out paragraph 34

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 254, line 22, leave out “the required percentage (see paragraph 171B)” and insert “10 per cent”

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 254, line 26, leave out “the required percentage” and insert “10 per cent”

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 254, line 36, leave out “the required percentage” and insert “10 per cent”

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

Schedule 6, page 269, line 32, leave out paragraph 65

***Member's explanatory statement***

*This amendment and others in the name of Lord Sharpe maintain the existing 10% membership threshold for union recognition applications by removing provisions that would have allowed this threshold to be modified through secondary legislation.*

**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.*

LORD EVANS OF RAINOW

Clause 65, page 96, line 26, leave out paragraph (b)

***Member's explanatory statement***

*This amendment would maintain the 50% threshold requirement in section 226(2)(a) of the 1992 Act for industrial action decisions. This represents a balance between protecting workers' rights while ensuring industrial action has broad workforce support.*

**Clause 113**

LORD CARTER OF HASLEMERE  
LORD SHARPE OF EPSOM  
BARONESS NEVILLE-ROLFE

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  
LORD SHARPE OF EPSOM

*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.*

LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL

After Clause 150, insert the following new Clause —

**“Review of impact on small businesses**

- (1) The Secretary of State must conduct a review of the impact of this Act on small businesses.
- (2) The review must be carried out no later than 18 months after the day on which this Act is passed.
- (3) The Secretary of State must publish the findings of the review within three months of its completion.
- (4) In this section, “small business” means a business that employs fewer than 50 employees.”

***Member's explanatory statement***

*This new clause requires the Secretary of State to conduct and publish a review of the impact of the Act on small businesses within 18 months of its passage.*





# Employment Rights Bill

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## RUNNING LIST OF ALL AMENDMENTS ON REPORT

*Tabled up to and including  
3 July 2025*

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*3 July 2025*

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