

# Employment Rights Bill

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## AMENDMENTS TO BE MOVED ON REPORT

*[Supplementary to the Second Marshalled List]*

Amendment  
No.

After Clause 34

LORD CLEMENT-JONES

**111ZA★** After Clause 34, insert the following new Clause —

**“Workplace AI risk and impact assessments**

- (1) Before implementing or developing an AI system which may have significant risks or impacts on employment rights and conditions in the workplace, an employer must conduct a workplace AI risk and impact assessment (a “WAIRIA”)
- (2) A WAIRIA must be conducted under this section if there is a potential significant risk or impact on —
  - (a) the identification or exercise of rights;
  - (b) recruitment;
  - (c) work access or allocation;
  - (d) remuneration or benefits;
  - (e) contractual status, terms or conditions;
  - (f) mental, physical or psychosocial health.
- (3) A WAIRIA conducted under subsection (1) must —
  - (a) document the intended purpose and functionality of the AI system;
  - (b) establish a process for undertaking the monitoring of significant risks and impacts;
  - (c) document the definitions, metrics and methods selected for the WAIRIA;
- (4) Employers must review and update the WAIRIA —
  - (a) at least once every 12 months,
  - (b) whenever substantial changes are made to the AI system to which it relates,  
or
  - (c) when evidence emerges of unforeseen significant risks or impacts.

- (5) The Secretary of State must require any Fair Work Agency to issue guidance on the conduct disclosure and enforcement of WAIRIAs within 6 months of this section coming into force.”

**After Clause 53**

LORD HENDY

**122A★** After Clause 53, insert the following new Clause –

**“Statutory rights of GB-linked ships’ crews**

- (1) The members of the crew of a GB-linked ship shall be entitled to the statutory rights to which employees in the UK are entitled under statute.
- (2) In this section, “GB-linked ship” means a ship providing a service –
  - (a) for the carriage of persons or goods, with or without vehicles, and
  - (b) that is within subsection (3) or (4).
- (3) A service is within this subsection if it is operated between a place in Great Britain and another place in the United Kingdom.
- (4) A service is within this subsection if –
  - (a) ships providing the service entered a harbour in Great Britain on at least 120 occasions in the period of 12 months ending with the day on which one or more of the statutory rights referred to in subsection (1) is claimed, or
  - (b) 15 if the service has been provided for less than 12 months before that day, ships providing the service entered a harbour in Great Britain on at least 10 occasions in each month for which the service has been provided.
- (5) But a service is not within subsection (4) if the service –
  - (a) is for the purpose of leisure or recreation, or
  - (b) is provided by a fishing vessel.
- (6) In this section –
 

“harbour” has the same meaning as in the Harbours Act 1964;

“ship” has the same meaning as in section 193A of the Trade Union and Labour Relations (Consolidation) Act 1992 (see subsection (4) of that section).”

***Member’s explanatory statement***

*This new clause is intended to extend entitlement of the rights of GB-linked ships’ crews from the right to collective redundancy notification in clause 29 to entitlement to all statutory rights enjoyed by UK employees.*

**Clause 77**

LORD LEIGH OF HURLEY

**152A★** Leave out Clause 77**Clause 78**

LORD LEIGH OF HURLEY

**152B★** Leave out Clause 78**Clause 149**LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL**158A★** Clause 149, page 149, line 32, at end insert “and provides for the early conciliation period to be extended from six weeks to three months”.***Member's explanatory statement***

*This amendment will ensure that the early conciliation period is proportionate to the extended limitation period for tribunal claims. This is necessary to promote the early resolution of claims and to clearly convey that, from a policy standpoint, there is active support for avoiding litigation.*

**Schedule 12**LORD SHARPE OF EPSOM  
LORD HUNT OF WIRRAL**158B★** Schedule 12, page 309, line 10, at end insert –

*“Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) Regulations 2014*

- 20 (1) The Schedule to the Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) Regulations 2014 is amended as follows:
- (2) In rule 6 paragraph (1), for “six weeks” substitute “three calendar months”.
- (3) Sub-paragraph (2) does not apply unless the requirement for early conciliation is satisfied in accordance with rule 1 of the Schedule to the Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) Regulations 2014.”

***Member's explanatory statement***

*This amendment is consequential on Amendment 158A which provides for the extension of the early conciliation period.*

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*15 July 2025*

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