

Employment Rights Bill

MOTIONS TO BE MOVED

ON CONSIDERATION OF COMMONS REASONS AND AMENDMENTS

[The page and line references are to HL Bill 81, the Bill as first printed for the Lords]

Clause 1

LORDS AMENDMENT 1

Lord Fox to move, That this House do not insist on its Amendment 1, to which the Commons have disagreed for their Reason 1A, and do propose the following amendment in lieu –

Clause 1, page 2, line 14, at end insert –

- “(1A) From the date on which this section comes into force, after the end of each reference period the employer must send the worker a written notice explaining their right to receive a guaranteed hours offer under subsection (1) and giving them the opportunity to decline such an offer.
- (1B) If the worker does not respond to the notice, or responds to confirm that they wish to receive an offer, the employer must make a guaranteed hours offer under subsection (1).
- (1C) A worker who is sent a notice under subsection (1A) may at any time ask not to receive any further notices or offers, after which the employer must not send further notices or make offers under this section.
- (1D) A worker who has asked not to receive notices or offers under subsection (1C) may notify the employer that they wish to start receiving notices and offers again after the end of the next reference period, after which the employer must act in accordance with subsections (1A) and (1B).”

After Clause 26

LORDS AMENDMENT 47

Lord Palmer of Childs Hill to move, That this House do not insist on its Amendment 47, to which the Commons have disagreed for their Reason 47A, and do propose the following amendment in lieu –

After Clause 26, insert the following new Clause –

“Report on the right to be accompanied

- (1) The Secretary of State must, within six months of the day on which this Act is passed, lay before both Houses of Parliament a report on the feasibility of expanding the statutory right to be accompanied at disciplinary and grievance hearings.
- (2) The report must consider in particular –
 - (a) whether the categories of individuals permitted to act as a companion under section 10(3) of the Employment Relations Act 1999 should be expanded;
 - (b) the potential benefits and risks of such expansion for employers and workers;
 - (c) any safeguards that may be necessary in relation to confidentiality, independence, or professional standards of proposed companions; and
 - (d) the impact on access to fair representation, particularly for workers not represented by a trade union.
 - (e) the potential impact of any expansion on individuals with protected characteristics under the Equality Act 2010.
- (3) In preparing the report, the Secretary of State must consult such persons as they consider appropriate, which may include –
 - (a) representatives of workers and employers;
 - (b) professional bodies;
 - (c) legal and employment rights experts;
 - (d) organisations with experience of supporting workers in grievance and disciplinary processes.
 - (e) organisations representing individuals with protected characteristics.”

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