

UK Election Roundtable 18/6/2024

Potential Consultation areas for unions



From the NDWP

- To be tabled by 15th October 2024
- Some are for primary legislation, some for secondary or regulation
- Potential new bodies
- All will need detailed responses from *across* the union movement

Bodies

- Single Enforcement Body for employment rights
- Social Value Council
- Mission Councils?



Pay

- New cost of living metric
- New powers to enforce,
- End age bands,
- Add in travel time, fair tips,
- Cover unpaid internships
- Equal Pay protection: contracting out, comparators, socio economic duties on public bodies
- Pay Gap reporting – BAME, disabilities, women



Rights

- Day One Employment Rights: Parental Leave, Maternity Discrimination, probation exceptions and fair dismissal
- Self Employed Rights: blacklisting protection, contracts, health and safety, late payments
- Zero/Tiny Hours Contracts: 12 week rules, reasonable notice for shift changes, compensation/ anti avoidance measures
- Redundancy rights: whole business impact rather than workplace
- Fire and rehire/Fire and replace: New statutory code with remedies for abuse.



Rights

- Family Friendly rights
- Flexible Working rights
- Paid carers leave
- Bereavement leave
- Right to switch off
- AI protection and surveillance technology
- TUPE new rights and protections
- Whistle Blowing protections especially in sexual harassment complaints
- Collective grievances



Internal Union focussed

- Repeal TU act 2016, Minimum service level act, employment agencies regulations
- CAC rules towards simple majorities and bargaining units
- General Access to unions at work to organise and advise without recognition
- Electronic balloting
- Facilities time and protection for union representatives



Other

- Dying to work charter
- Menopause action plans
- Employment Tribunal rules and procedures
- Health and safety regulations: preventative actions, extreme temperatures, harassment, mental health, long covid
- Procurement rules: FOI, Insourcing presumption, multi tier workforces, fair work standards
- Blacklisting rules more generally



To keep an eye on

- Care sector fair pay agreement
- SSSNB in schools for support staff

- Industrial strategy – Skills England
- Great British Energy
- National Wealth Fund
- Technical colleges



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