

**Westminster Employment Forum policy conference:
Next steps for employment rights in England, Scotland and Wales**

Timing: Morning, Wednesday, 23rd April 2025

*****Taking Place Online*****



**WESTMINSTER
EMPLOYMENT
FORUM**

Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Senior Parliamentarian
- 9.05 **'Current UK employment standards landscape'**
Professor Chris Warhurst, Director, Institute for Employment Research, University of Warwick
Questions and comments from the floor
- 9.30 **Assessing the Employment Rights Bill and its likely impact**
examining key provisions around pay, conditions, employment protections and the role of trade unions | coordination with wider policy on increasing productivity and stimulating growth | supporting sustainable and inclusive working conditions for the long-term | changes to trade union powers, including recognition, voting threshold and notice period for industrial action | consultation and effect on employee relations | options for addressing labour market inequalities, conditions for vulnerable workers and those at risk of exploitation | future role and remit of the proposed Fair Work Agency | merging of existing enforcement agencies and transfer of responsibilities
Louise Skinner, Partner, Morgan Lewis
Tim Sharp, Senior Employment Rights Officer, Trade Union Congress
Chris Russell, Senior Policy Manager, Federation of Small Businesses
Senior representative, employer
Senior representative, recruitment
Questions and comments from the floor
- 10.20 **Priorities and practicalities for enforcement of new measures**
Senior representative, enforcement
Questions and comments from the floor
- 10.45 **Chair's closing remarks**
Senior Parliamentarian
- 10.50 Break
- 11.00 **Chair's opening remarks**
Senior Parliamentarian
- 11.05 **The impact of the Employment Right Bill on labour market inequalities**
Rebecca Thomas, Head, Employment Policy, Equality and Human Rights Commission
Questions and comments from the floor
- 11.30 **Implementing proposed legislative changes and developing adequate protections against poor labour standards**
sequencing and practicalities of proposed legislative changes | fostering supportive and inclusive work environments | promoting retention, career progression, and employee wellbeing | putting in place the resources and capabilities for organisational transformation | implications for working practices, recruitment and HR | priorities for leadership | issues for SMEs | implementation of flexible working | equality action plans and Fair Pay Agreements | assessing allocation of funding and resources | considering impact on different cohorts of the workforce
Kate Roberts, Head, Policy, Focus on Labour Exploitation
Trish Hewitt, Managing Director and Founder, TapHR
Senior representative, business
Senior representative, trade union
Senior representative, lawyer
Questions and comments from the floor
- 12.30 **Policy priorities for employment rights moving forward**
Laura Robinson/Richard Kelly, Deputy Directors, Employment Rights, Department for Business and Trade
Questions and comments from the floor
- 12.55 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentarian
Sean Cudmore, Westminster Employment Forum