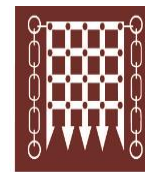


**Westminster Employment Forum policy conference:
Next steps for the Employment Rights Bill and priorities for implementation**

Timing: Morning, Monday, 24th November 2025

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



**WESTMINSTER
EMPLOYMENT
FORUM**

Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Senior Parliamentary
- 9.05 **'Assessing the economic impact of the Employment Rights Bill'**
Professor Simon Deakin, Professor, Law and Director, Centre for Business Research, University of Cambridge
Questions and comments from the floor
- 9.30 **Assessing the impact of legislation on businesses and employees**
Senior representative, employer
Senior representative, trade union
- 9.50 **Implications for best practice, the labour market and secondary legislation**
secondary legislation, guidance, enforcement frameworks and support for employers in implementation / security for workers and protections from unfair dismissal / support for paternity leave, bereavement pay and Statutory Sick Pay / trade union recognition, industrial action rules and mandates / duty to prevent sexual harassment, equality action plans and Fair Pay Agreements / tipping laws and flexible working / dismissal and rehire / redundancy and shift notice / practical effect on legal obligations, workforce planning and contract structures / implications for SMEs, including funding, resources and HR capacity / job quality, fairness and workforce access / capacity of employment tribunals and consistency of rulings
Senior representative, legal
Senior representative, HR
Senior academic
- 10.10 Questions and comments from the floor
- 10.35 **Effective enforcement and priorities for the Fair Work Agency**
Margaret Beels, Director, Labour Market Enforcement, Government Office for Labour Market Enforcement
Questions and comments from the floor
- 11.00 **Chair's closing remarks**
Senior Parliamentary
- 11.05 Break
- 11.15 **Chair's opening remarks**
Senior Parliamentary
- 11.20 **The impact of changes on small and medium-sized enterprises**
Chris Russell, Senior Policy Manager, Federation of Small Businesses
- 11.30 **Implementation of legislative changes and addressing labour standards**
functions and priorities for the Fair Work Agency / preparation for implementation / regulation, inspection and oversight, consistency across sectors and labour supply chain accountability / recruitment processes, flexibility and workforce management / administrative pressures during rollout, including staffing capacity / tailoring guidance and support for SMEs and larger employers / technology, data and automation in supporting compliance / protections against modern slavery and support for those vulnerable to exploitation / impact on different cohorts of the workforce, including agency workers / workforce retention, productivity and wellbeing benefits
Colin Leckey, Partner, Lewis Silkin
Senior representative, business
Senior representative, trade union
Senior representative, consultancy
Senior representative, advocacy
- 12.05 Questions and comments from the floor
- 12.30 **Key priorities for implementation moving forward**
Laura Robinson, Deputy Director, Employment Rights, Department for Business and Trade
Questions and comments from the floor
- 12.55 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentary
Sean Cudmore, Westminster Employment Forum