

**Westminster Employment Forum policy conference:**  
**Next steps for employment rights in England, Scotland and Wales**  
*Timing: Morning, Wednesday, 23<sup>rd</sup> April 2025*  
**\*\*\*Taking place online\*\*\***



*Agenda subject to change*

- 8.30 Registration
- 9.00 **Chair's opening remarks**  
**Hermione Whitehead**, Westminster Employment Forum
- 9.05 **'Current UK employment standards landscape'**  
**Professor Chris Warhurst**, Director, Institute for Employment Research, University of Warwick  
Questions and comments from the floor
- 9.35 **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, Trades Union Congress  
**Chris Russell**, Senior Policy Manager, Federation of Small Businesses  
**Byron Taylor**, Head, Industrial Relations, Royal Mail  
**Louise Shaw**, Managing Director, Omni Resource Management Solutions  
Questions and comments from the floor
- 10.35 **Priorities and practicalities for new Fair Work Agency**  
**Tim Harrison**, Head, Secretariat, Office of the Director of Labour Market Enforcement  
Questions and comments from the floor
- 11.05 **Chair's closing remarks**  
**Hermione Whitehead**, Westminster Employment Forum
- 11.10 Break
- 11.20 **Chair's opening remarks**  
**Louise Skinner**, Partner, Morgan Lewis
- 11.25 **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  
**Rachel Hearn**, Senior Associate, Charles Russell Speechlys  
**Maggi Ferncombe**, Director, Political Strategy and Transformation, UNISON  
**Allen Simpson**, Deputy Chief Executive, UKHospitality  
Questions and comments from the floor
- 12.25 **Policy priorities for employment rights 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**  
**Louise Skinner**, Partner, Morgan Lewis  
**Hermione Whitehead**, Westminster Employment Forum