

## Westminster Employment Forum policy conference:

### Implementation of the Employment Rights Act and policy priorities going forward

Timing: Morning, Friday, 17<sup>th</sup> April 2026

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

*Draft agenda subject to change*



8.30 Registration

9.00 **Chair's opening remarks**

Senior Parliamentarian

9.05 **Assessing measures in the Employment Rights Act 2025 - implementation and next steps for reform**

David Cabrelli, Professor, Labour Law, University of Edinburgh

Questions and comments from the floor

9.30 **Early experience of the Act for employers and businesses - considerations going forward**

Mike Clancy, General Secretary, Prospect

Senior representative, business

Questions and comments from the floor

10.10 **Implementation in practice - employer duties, trade union reform, and workforce transformation**

*assessing the implementation timetable | practical issues emerging from initial commencement | operational and cost implications for employers | introduction of day-one rights | administrative pressures during rollout | reform to Statutory Sick Pay and removal of lower earnings limit | implications for recruitment, probation and workforce planning | adapting HR systems and contracts | impact of changes to unfair dismissal | strengthened protections against sexual harassment | removal of minimum service level rules for strikes | reform to industrial action and ballot notices | preparing for implementation of phases two and three | compliance management across sectors and organisational sizes | approaches to guidance and enforcement | consideration of regulatory capacity | the role of tech, data, and automation in supporting compliance | equality action plans | alignment with the Plan to Make Work Pay and interaction with the draft Equality (Race and Disability) Bill*

Guy Hollebon, Legal Director, Harrison Clark Rickerbys

Senior representative, retail

Senior representative, workforce representative

Senior representative, HR

Questions and comments from the floor

11.05 **Chair's closing remarks**

Senior Parliamentarian

11.10 Break

11.20 **Chair's opening remarks**

Senior Parliamentarian

11.25 **Approaches to effective enforcement - the role of the Fair Work Agency moving forward**

Ed Walkington, Head, Enforcement Policy, Employment Rights Directorate, Department of Business and Trade

Questions and comments from the floor

11.50 **Assessing implications of legislative changes for productivity, job quality, and workforce stability**

*impact of new measures on different working cohorts across sectors and workplace settings | workforce retention, productivity, and wellbeing benefits | implications for job quality, fairness, and workforce access | impact of reform to parental leave and pregnancy safeguards | impact on productivity and business investment | handling reporting, investigation, and prevention of sexual harassment | assessing the ban on fire and rehire practices | considering new redundancy protections | impact of changes to zero-hours contacts and guaranteed hours | flexible working arrangements | increased dismissal protection for industrial action | implications of reform for recruitment processes and workforce organisation | equality action plans and workforce inclusion strategies | implications for youth employment*

Senior representative, employer

Senior representative, trade union

Senior representative, labour market

Senior representative, HR

Senior representative, youth advocacy

Questions and comments from the floor

12.45 **Next steps for employment rights implementation and policy priorities moving forward**

Richard Kelly, Deputy Director Employment Rights, Department of Business and Trade

Questions and comments from the floor

13.10 **Chair's and Westminster Employment Forum closing remarks**

Senior Parliamentarian

Harry Nelson, Westminster Employment Forum