Westminster Employment Forum policy conference:
Next steps for employment rights reform in Great Britain
Timing: Morning, Monday, 15th March 2027
*****Taking Place Online*****

Draft agenda subject to change

WESTMINSTER EMPLOYMENT FORUM

8.30 Registration

9.00 **Chair's opening remarks**
Senior Parliamentarian

9.05 **Employment rights reform - early experience, emerging effects and considerations for the next stages**
Senior commentator

9.15 **Next stages of reform - implications for employers and workers, implementation and enforcement**
2027 implementation timetable and early experience | *unfair dismissal, probation and recruitment decisions* | *fire and rehire and collective redundancy* | *employer and worker preparedness* | *costs, guidance and compliance across sectors and organisation sizes* | *Fair Work Agency priorities, National Minimum Wage and holiday pay enforcement* | *tribunal capacity and access to redress*
Senior representative, employer
Senior representative, trade union
Senior representative, legal
Senior representative, small business

9.35 Questions and comments from the floor

9.55 **Priorities for the temporary labour market - guaranteed hours, employment status and workforce flexibility**
Senior representative, temporary labour market
Questions and comments from the floor

10.15 **Chair's closing remarks**
Senior Parliamentarian

10.20 Break

10.30 **Chair's opening remarks**
Senior Parliamentarian

10.35 **Industrial relations following employment rights reform - trade union rights, workplace representation and dispute resolution**
workplace access and union recognition | *employee representation and collective bargaining* | *implications for employer and union relations* | *consultation and dispute prevention* | *early conciliation and the role of Acas*
Senior representative, employer
Senior representative, trade union
Senior representative, industrial relations
Questions and comments from the floor

11.15 **Practical priorities for employers and workers - workforce planning, management and workplace protections**
HR systems and management capability | *workforce planning, contractual arrangements and flexible staffing* | *recruitment, entry-level opportunities and workforce retention* | *equality action plans and pay transparency* | *family-related rights, flexible working and workplace harassment protections* | *non-disclosure agreements and workplace monitoring* | *employee engagement, wellbeing and progression* | *implementation costs and differing organisational capacities*
Senior representative, employer
Senior representative, workforce
Senior representative, consultancy
Senior representative, HR
Questions and comments from the floor

12.00 **Next steps for the *Plan to Make Work Pay***
Kate Dearden MP, Minister of State, Future of Work, Department for Business, Innovation, Science and Trade
Questions and comments from the floor

12.40 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentarian
Elsa Woodworth Jones, Westminster Employment Forum