

The Rt Hon Liam Byrne MP
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15 September 2025

Dear Liam,

The Employment Rights Bill

Thank you for your letter of 8 September regarding the Employment Rights Bill and your warm words of congratulations on my appointment. I am excited to be taking on this new portfolio and look forward to working with you and the Business and Trade Committee as you scrutinise the policy, spending and administration of the Department of Business and Trade and its public bodies. Thank you also for providing me with an opportunity to put on the record the Government's ongoing commitment to Make Work Pay and our Employment Rights Bill. I am setting out responses to your questions regarding the Bill.

Does the Department intend to make any changes to the provisions in the Employment Rights Bill?

We are pro-worker and pro-business as a Government, and the Bill is the biggest upgrade of workers' rights in a generation. This is a manifesto commitment that we remain absolutely committed to and we will continue to engage with businesses, trade unions and other stakeholders as the Bill progresses through Parliament, and beyond as we move into implementation.

What is the schedule for the remaining passage of the Bill?

Commons Consideration of Lords Amendments is scheduled to take place on the 15 September. I expect Lords Consideration of Commons Amendments will take place when Parliament returns after Conference Recess. Further scheduling of business will be announced in the usual ways.

Will the Government renew its commitment to full implementation of the Bill and the policies contained in it?

The Government is fully committed to delivering the Bill, and the measures within it, which will benefit workers in insecure and low-paid jobs, as well as workers in unionised sectors, and those unable to find work that fits around their non-work responsibilities. We published an Implementation Roadmap in July which shows in detail when we expect to implement all of the measures in the Bill.

What is the timetable for the full implementation of the Bill's provisions?

The Implementation Roadmap¹ outlines several phases of delivery. Policy measures will take effect in phases. Common commencement dates will be used to commence the majority of regulations laid using the powers provided for in the Bill (6th April and 1st October). Key measures such as day one Paternity Leave and Unpaid Parental leave will take effect for stakeholders no earlier than in April 2026. The strengthening of trade unions' right of access and employment tribunal time limits will take effect in October 2026. Significant key pieces of work for employers such as gender pay gap action plans, banning exploitative use of zero hours contracts and protecting people from unfair dismissal will happen in 2027. We are phasing our consultation and when measures will take effect so employers can plan time and resources to make sure they are ready when the changes come in. Our phased approach to implementation provides clarity and time to prepare, while raising standards across the board – creating a level playing field, improving staff retention, leading to a happier, more secure and productive workforce.

Where will departmental responsibility for the provisions of the Bill sit, and which ministers will lead on implementation of each part of the Bill?

The majority of Make Work Pay is the responsibility of the Department for Business and Trade. However, delivering the biggest upgrade in workers' rights in a generation is a whole of Government effort. Therefore, several important elements of the Employment Rights Bill and wider Plan to Make Work Pay which are led by other Government departments including the Department for Work and Pensions, the Cabinet Office – including the Office of Equality and Opportunity, the Department for Health and Social Care, the Department for Education and the Department for Transport. The Bill is a key step in delivering our Plan to Make Work Pay, supporting employers, workers, and unions to deliver change for working people and a more productive economy.

I hope this letter helps to reassure you of my own and the wider Government's continuing commitment to delivering the Employment Rights Bill and the Make Work Pay agenda.

Best Wishes,

A handwritten signature in blue ink, appearing to read 'Peter J. Kyle', with a stylized flourish at the end.

THE RT HON PETER KYLE MP

Secretary of State for Business & Trade and President of the Board of Trade

¹ [Implementing the Employment Rights Bill - Our roadmap for delivering change](#)