



HM Treasury, 1 Horse Guards Road, London, SW1A 2HQ

The Rt Hon. The Lord Forsyth of Drumlean
Chairman of the Economic Affairs Committee
House of Lords
London
SW1A 0PW

17 March 2021

Dear Michael,

RESPONSE TO LETTER ON SUPREME COURT RULING: UBER DRIVERS

Thank you for your letter regarding the Supreme Court ruling in *Uber BV v Aslam*, and your questions on the Government's proposed response to the ruling and its progress in implementing the recommendations of the Taylor Review.

As I think we have discussed, the Government will bring forward measures to establish an employment framework which is fit for purpose and that keeps pace with the needs of modern work practices. After consulting widely, the Government published the Good Work Plan in December 2018 and accepted the vast majority of the Taylor Review's recommendations. The Government has made significant progress since then in improving worker protections, including implementing several of the Taylor Review recommendations, such as:

- Extending the right to a written statement of core terms of employment to all workers, making access to a written statement a day one right, and extending the contents of a written statement;
- Quadrupling the maximum fine for employers who treat their workers badly;
- Making it easier for workforces to request information and consultation arrangements by lowering the threshold for a valid request from 10% to 2% of the workforce;

- Closing a loophole which saw agency workers employed on cheaper rates than permanent workers;
- Introducing a right for agency workers to receive a key facts page when signing with a company; and
- Reforming rules to create better alignment between the incentives of employers and workers in relation to annual leave.

While the Government is keen to ensure that everyone can enjoy the benefits of flexible working, it is determined to tackle unfair working practices. It previously held a consultation inviting views on policies which aim to tackle some of the challenges associated with non-guaranteed hours. These included proposals on providing reasonable notice of shifts and providing compensation for shifts cancelled at short notice. The Government is analysing the results of this consultation, especially in light of the impacts of COVID-19 on the labour market, and will respond in due course.

The Government has noted the Uber BV v Aslam Supreme Court ruling. It continues to work closely with stakeholders to ensure that future policy as to employment status is effective, preserves the flexibility of the labour market and improves clarity for individuals. It is obviously important that the evolving impacts of any changes on people and businesses are fully understood and reflected in proposals for future reforms.

Yours ever,

A handwritten signature in black ink, appearing to read 'Jesse'.

RT HON JESSE NORMAN MP