



Department for  
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Dear Colleague

I wanted to update you on our progress on the largest boost to workers' rights in a generation.

Parliament has now passed the first tranche of new laws introduced alongside the Good Work Plan. These laws contained measures implementing the recommendations of the Taylor Review, and will have a real impact on your constituents' rights at work.

From 6 April this year the right to a payslip was extended to people with worker status. This means that almost 300,000 workers, including people on casual or flexible hours contracts, will have a right to a payslip for the first time, helping them to better understand their pay and identify if their employer is not meeting their minimum pay obligations.

Under the legislation recently passed, we have also quadrupled the penalty that Employment Tribunals can use where employers have shown malice, spite or gross oversight. This new £20,000 upper limit is now available to Employment Tribunals - an important deterrent against poor employment practices.

We have also increased the reference period for calculating holiday pay from 12 to 52 weeks, meaning that a worker's work over the year will be reflected in their holiday pay, rather than the previous three months. Last month, we also launched a public information campaign to help workers understand their Holiday Pay rights.

From next April, employers will have to provide employees with a Written Statement on their first day of work – ensuring people know their rights and entitlements clearly at the outset of their job. In addition to expanding the contents of the Written Statement and making it a day one right, we have also extended this right to people with worker status. This will help people with more flexible working conditions feel confident in understanding their rights.

In addition to their right to a Written Statement, we have introduced a right for agency workers to receive a Key Facts page when signing with an employment business or agency. The Key Facts page will clearly set out important information on pay and deductions and will help agency workers make an informed choice about who they want to sign with to access work.

Furthermore, we have also helped agency workers by abolishing the Swedish Derogation – closing the legal loophole that forfeited the right to equal pay in return for pay between assignments, benefiting up to 120,000 agency workers.

We are also ensuring workers are heard in the workplace by lowering the threshold needed for employees to request their employer enter into Information and Consultation arrangements- from 10% to 2% of employees.

As the Good Work Plan set out, these regulations are just the start of our plan to boost workers' rights, and we will be bringing forward further changes soon to take forward our commitments.

Ultimately our plan for Good Work is upgrading the rights of millions of workers to ensure we all benefit from fair and decent work, that both employers and workers have the clarity they need to understand their employment relationships, and that our enforcement system is rigorous, fair and fit for purpose.

This is our vision for the future of the UK labour market, a market that rewards people for hard work, celebrates good employers and is ambitious in boosting productivity and earnings potential – benefitting the whole economy whether workers, investors or business owners.

I very much look forward to engaging further with Members as this work develops.

A handwritten signature in blue ink that reads "Kelly Tolhurst". The signature is written in a cursive style with a horizontal line underlining the name.

**KELLY TOLHURST MP**

Minister for Small Business, Consumers & Corporate Responsibility