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Dear Colleague

Delivering on the Good Work Plan

In December 2018 we published the Good Work Plan, setting out the Government's vision for the future of the UK labour market. It forms an integral part of the modern Industrial Strategy and this Government's long-term plan to boost the productivity and earning power of people throughout the UK and to develop better jobs for all. Since its publication, we have made good progress, including bringing forward legislation to implement a range of recommendations. We are now delivering the next phase of the Good Work Plan.

One-Sided Flexibility

Flexibility has been a key factor behind the success of our labour market, but we are aware there are a small minority of employers who transfer too much risk to the individual, sometimes to the detriment of their financial security and personal wellbeing. The Low Pay Commission found that this was particularly relevant for low paid, vulnerable workers and has made recommendations to Government. We are committed to tackling the problem and on 19 July we launched a consultation with proposals to:

- **provide a right to reasonable notice of working hours** – with the aim to give workers more certainty about their shifts and work patterns so they can have more control over their working lives.
- **provide workers with compensation for shifts cancelled without reasonable notice** – The Low Pay Commission found that the practice of cancelling shifts at the last minute, sometimes on arrival at work or partway through a shift was not uncommon.

Labour market enforcement

Through the Good Work Plan we also recognised the important role effective enforcement plays in ensuring confidence to challenge when the law is broken and in creating a level playing field between businesses. We have now published a consultation to seek views on how the enforcement landscape could be simplified and made stronger. This includes a proposal to establish a single labour market enforcement body. It would combine existing bodies so workers find it easier to know where to go for advice and help. Businesses would also experience more consistent support to comply with the law. We have also laid the 2019/20 Strategy submitted by

the Director of Labour Market Enforcement. This strategy was produced by the former Director, Professor Sir David Metcalf, to whom the Home Secretary and I are very grateful for all his hard work in this role. We are pleased to announce the appointment of Matthew Taylor as the new interim Director of Labour Market Enforcement. He will be taking up this role from 1 August for 12 months.

Fair and decent work

In our Good Work Plan we also set out an ambition that all work should be fair and decent. Workplace discrimination and harassment have absolutely no place in that ambition. Earlier this year, the Government consulted on proposals to limit the misuse of confidentiality clauses in cases of workplace harassment or discrimination. We have now published the Government Response and will be legislating to ensure that no provision in an employment contract will be able to prevent someone from disclosing information to the police or to regulated health and care and legal professionals.

The Government also recently consulted on proposals to extend redundancy protections for pregnant women and new mothers returning to work. We have now published the Government Response to this consultation and are committing to extending the redundancy protection period that currently exists for pregnant women for a further six months once a new mother has returned to work.

On 19th July the Prime Minister also launched a consultation calling for views on changes to parental leave entitlements to ensure they better reflect our modern society and the desire to share childcare more equally. This looks across the main areas of parental leave support including maternity, paternity and shared parental leave. The consultation also sets out the following proposals:

- **Neonatal leave and pay** – This will support parents of premature and sick babies who need to spend a prolonged period in neonatal care following birth. Parents would receive one week of Neonatal Leave and Pay for every week that their baby is in hospital.

We recognise that the world of work is changing. That is why we are delivering the necessary reforms to ensure the UK labour market can adapt effectively, and support the needs of both workers and employers. We are sure that many of you, on all sides of the House, share the ambition of good work and will welcome the next steps we are taking to deliver on the Good Work Plan.



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