

What does Angela Rayner's departure mean for the Employment Rights Bill?

The resignation of Angela Rayner as Deputy Prime Minister and Housing Minister has raised questions about the impact of her departure on the Employment Rights Bill.

- Following Angela Rayner's exit, the Trades Union Congress (TUC) has urged the Government not to delay the progress of the Bill or water down the reforms to workers' rights.
- The Prime Minister has said that the Bill "will continue with the same substance and timetable as before" in a bid to reassure the unions.
- The Bill has passed its third reading in the House of Lords and will now move back to the House of Commons to consider and debate the Lords' amendments.
- During a series of debates, the Lords put forward numerous amendments to the Bill including changes to the Government's plans to give employees the right to claim unfair dismissal from day one of employment.
- The Government has said it will overturn the Lords' amendments, but we will have to wait and see how the debates progress.

Our HR Documentation team will provide all new and updated contracts and policies. You can also ask Croner [BrAInbox What are the new additions to the Employment Rights Bill?](#)

Sharp increase in sickness absence, finds CIPD

HR

The CIPD's Health and Wellbeing at Work report for 2025 has found that UK employees took an average of 9.4 sick days over the past year – which equates to nearly two full working weeks. The figures reveal a significant increase from 7.8 days in 2023 when the survey was last carried out and 5.8 days in 2022. The top cause of long-term absence is mental ill health with 41% of respondents citing it within their top three causes and minor illnesses were by far the main reason for short-term absence. Under the Employment Rights Bill, changes are expected to be introduced to Statutory Sick Pay (SSP) from April 2026 which mean that employers are likely to see an increase in sick pay costs.

Did you know?

Our partner, Health Assured can provide an Employee Assistance Programme for your business.

Airport fined for failures that led to fatality

H&S

A 59-year-old ground-handling worker tragically died when a corroded guardrail gave way, sending him about 10 feet to the tarmac while unloading cargo. Investigators discovered the guardrail had been modified with poor-quality welded parts that weren't part of the original design. These changes created hidden weak spots that rusted faster and eventually failed. Shockingly, the modifications weren't documented, and regular inspections didn't cover the area, leaving the danger unnoticed. The airport admitted it hadn't maintained the loader in safe condition and lacked a proper inspection system. At Ayr sheriff court, it pleaded guilty to breaching safety laws and was fined £134,000 plus a £10,050 victim surcharge.

Did you know?

Croner offers a 24/7 H&S advice line, where our accredited H&S advisers can support with H&S concerns.

Male employee wins sexual harassment claim

HR

The claimant worked as a Sales Executive for the respondent, which is a car dealership. During his employment, he regularly heard male colleagues making sexist comments about women and talking about their sex lives in the dealership. He left his job after three weeks due to the "toxic" atmosphere in which he had to work. The claimant brought successful claims for sexual harassment and harassment related to sexual orientation. Although the comments were not directed at the claimant, and he was not involved in the conversations, the tribunal found that the conduct had the effect of violating his dignity and creating an offensive environment for him. (Davies v White Dove Garages Ltd).

Did you know?

Our Legal Services department can represent your business in Employment Tribunal claims.

Health and Safety essentials for construction business owners

H&S

According to the HSE, construction is one of the UK's most hazardous workplaces, with more workplace fatalities occurring in the sector than any other. To prevent occupational injury, observe the Construction (Design and Management) Regulations 2015 (CDM 2015). Breaching CDM regulations can result in hefty fines, reputational damage, or even custodial sentences for directors. Common on-site risks include working from height, machinery misuse, asbestos exposure, and electrical hazards. H&S does not end with PPE equipment; create a culture where Toolbox Talks and Near-Miss Reporting are commonplace. If management ignores protocols, workers will follow suit. Create an environment where workers can speak up about hazards without fear of blame.

Did you know?

Embedding CDM principles makes your projects smoother, reduces delays from accidents, and fosters trust with clients.

Please contact the 24 hour advice service for advice on your specific situation before acting on the information in this publication.