

MPs vote against House of Lords' amendments to Employment Rights Bill

Day-one unfair dismissal protections to remain in Employment Rights Bill as MPs vote against House of Lords' amendments.

- This week, MPs agreed to keep the day-one right to unfair dismissal protections in the Bill.
- MPs also rejected all other Lords' amendments including changing the requirement for employers to offer a guaranteed hours contract to zero-hour, low hour, and agency workers, to a right for workers to request one.
- The Bill now heads back to the Lords who will decide whether to accept the changes or challenge back.
- Other key points from the debate included the Government affirming their commitment to the Roadmap for Delivering Change, released earlier this year, which outlines when key reforms in the Bill will come into effect.
- They also confirmed there will be 13 public consultations on measures in the Bill and full implementation will require around 80 separate pieces of legislation.

Our HR Advisory team are here 24/7 365 days/year to keep you up to date with all the upcoming changes included in the Employment Rights Bill. You can also ask [Croner BrAInbox Which are the first laws to change when the Employment Rights Bill is introduced?](#)

Government amendments to Bill move forward

HR

Government amendments to the Employment Rights Bill made during the House of Lords committee stage will now move forward after MPs voted in their favour.

This includes:

- the extension of the new right to bereavement leave to cover miscarriages in the first 24 weeks of pregnancy
- the loosening of the restrictions on fire and rehire to only apply to certain contract variations; and
- a ban on NDAs in harassment and discrimination situations.

Did you know?

Our HR Documentation team will provide all new and updated contracts and policies.

Firm fined after workers exposed to asbestos risks

H&S

A construction project has led to a fine after workers were put at risk of asbestos exposure. During refurbishment of a former pub, asbestos insulating board had been disturbed following a break-in, yet no full asbestos survey was carried out before work resumed. This failure breached Regulation 4(6) of The Control of Asbestos Regulations 2012, which requires proper assessment and management of asbestos risks. The case resulted in a fine of £5,360 and ordered to pay £5,117 in costs, and it highlights how neglecting asbestos checks not only leads to legal and financial consequences but also endanger the health and safety of workers. Always complete an asbestos survey before starting work.

Did you know?

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

Employee unfairly dismissed for shopping online at work

HR

After being caught online shopping on her work computer, the employee was summarily dismissed for "a direct violation of the company's code of conduct". The employer failed to conduct a disciplinary hearing or hold any discussions with the employee before dismissing. The employer believed the employee hadn't reached two-years of continuous service due to a change in the business name, however the tribunal ruled she had and the actual reason for dismissal was to avoid the employee gaining two year's service and therefore unfair dismissal rights. The tribunal upheld claims for unfair dismissal and awarded total compensation of £16,920. (Lanuszka v Accountancy MK Services Ltd)

Did you know?

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

Health and safety essentials for hospitality business owners

H&S

Hospitality businesses operate under the Health and Safety at Work Act 1974, the Food Safety Act 1990, the Food Hygiene (England) Regulations 2006, and the Fire Safety Order 2005. Poor allergen handling can result in fines, closures, or customer harm. Hospitality risks include slips, trips, and falls. Therefore, implement anti-slip flooring, spill-cleaning protocols, and preventative staff training. For Fire Safety Kitchens, fire extinguishers must be maintained, staff evacuation trained, and fire alarms tested regularly. As per Natasha's Law, allergen labelling is a safety requirement. Label all pre-packed food for direct sale, enforcing strict allergen management, from staff training to cross-contamination checks. Also, ensure you have CCTV, panic alarms, and safe staffing levels.

Did you know?

The law requires risk assessments. Tailor yours to your actual environment – a gastro pub differs from a hotel's.

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