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Y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol
Minister for Culture, Skills and Social Partnership



Llywodraeth Cymru
Welsh Government

Elin Jones MS
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24 October 2024

Dear Llywydd,

The Employment Rights Bill was introduced into the House of Commons on 10 October 2024.

The Bill contains 119 clauses, six parts and seven schedules. The breadth of the Bill is considerable and is illustrated by its long title to:

“make provision to amend the law relating to employment rights; to make provision about procedure for handling redundancies; to make provision about the treatment of workers involved in the supply of services under certain public contracts; to provide for duties to be imposed on employers in relation to equality; to provide for the establishment of the School Support Staff Negotiating Body and the Adult Social Care Negotiating Body; to make provision about trade unions, industrial action, employers’ associations and the functions of the Certification Officer; to make provision about the enforcement of legislation relating to the labour market; and for connected purposes.”

Our initial analysis is that the Bill makes relevant provision for the purposes of Standing Order 29 and will therefore require a Legislative Consent Memorandum to be laid. We are working through the detail required. Although we had productive discussions with the UK Government before the Bill was published, the scope of the Bill has posed a challenge in completing our analysis.

Whilst the Legislative Consent Memorandum will be laid as soon as possible, due to the scale and complexity of the Bill, this will be outside the normal two-week Standing Order 29 deadline. The House of Commons second reading of the Bill takes place on 21 October with the committee stage starting in November.

I am copying this letter to the Counsel General and Minister for Delivery, Julie James MS, the Cabinet Secretary for Economy, Energy and Planning, Rebecca Evans MS, the Cabinet

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Secretary for Social Justice, Trefnydd and Chief Whip, Jane Hutt MS, and the Chair of the Legislation, Justice and Constitution Committee, Mike Hedges MS.

Yours sincerely,

JACK SARGEANT

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