Thank you for your letter of 8 May, regarding implementing the recommendations of the Taylor Review, I remain grateful to you both for your support for the Government's ambitions in relation to workers' rights.

As you note, we published our Good Work Plan in December 2018, which sets out our vision for the future of the labour market and our ambitious plan for implementing the recommendations arising from the Taylor Review. This important package will ensure workers have access to the rights and protections they deserve. In addition, it will also create a level-playing field for employers, ensuring that good employers are not undercut by the small minority who seek to circumvent the law.

Alongside the Good Work Plan, we laid the first legislation to implement the Plan. To date, four Statutory Instruments have been passed that will have a direct benefit for workers, increasing transparency, workplace engagement and fairness for workers. The measures already passed will mean:

- All workers receive a day one statement of rights setting out leave entitlements and pay;
- The maximum additional penalty that Employment Tribunals can use has quadrupled from £5,000 to £20,000, helping ensure workers are protected from employers who show malice, spite or gross oversight;
- The ending of the Swedish Derogation, the legal loophole that enables some firms to pay agency workers on less than permanent staff, which will benefit up to 120,000 agency workers;
- Fairer holiday pay, based on pay over the past year rather than past three months;
- New agency workers will receive a key facts page before signing up with an agency, providing them with greater clarity, particularly around their pay; and
- The threshold for an information and consultation request being reduced from 10% to 2% of employees, meaning a stronger voice in the workplace.

BEIS and Work and Pension Committee recommendations have been influential in how the legislative changes were taken forward. We have also been implementing the measures in the Good Work Plan that do not require legislation, including the awareness campaign for holiday pay that ran earlier
this year, and preparing to name employers not paying Employment Tribunal awards.

We are committed to bringing forward primary legislation as soon as possible to implement those measures in the Good Work Plan that require it. In my letter to the Business, Energy and Industrial Strategy Committee of 30 March, I confirmed that I would welcome the Committee taking an active role in scrutinising legislation implementing the Good Work Plan before it is introduced. My officials have been discussing with the BEIS Committee’s Clerks, which I hope will help you plan the Committee’s forward work programme. Those discussions have including both timing and content of areas that could benefit from your scrutiny. This will be a substantive package of reform and therefore I would welcome the participation of the Work and Pensions Committee in this work, given the helpful contributions provided by your previous joint work on this agenda.

I look forward to discussing these matters with you further.

THE RT HON GREG CLARK MP
Secretary of State for Business, Energy & Industrial Strategy