

# Public Document Pack

Amendments White Paper Motion (in the name of  
Councillor Farley) – Employment Rights Bill

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## COUNCIL MEETING – 13<sup>th</sup> November 2024

NOTICE OF:	Reference No:	Date Received:	Date Forwarded:
White Paper Amendment	A1 to WP3	12/11/24	12/11/24

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Submitted by:	Councillor Dan Cohen
Relevant Board/Regulatory Panel:	Executive Board
Executive Member/Chair:	Executive Member (Resources)
Relevant Director	Interim Assistant Chief Executive – People, Digital and Change

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**Delete all after “This Council” and replace with:**

“notes the Labour government’s own impact assessment states the Employment Rights Bill will cost businesses up to £4.5 billion a year and will therefore reduce investor confidence; indeed, the impact assessment contains 302 mentions of ‘uncertainty’ and 432 mentions of ‘risk’ for businesses.

“Wage bills are expected to increase due to policies in the Bill, which combined with the impact of the Chancellor’s decision to increase Employers’ National Insurance contributions will - according to the independent Office for Budget Responsibility (OBR), result in 60 per cent of costs being passed on in lower wages and higher prices - a tax on working people.

“Council notes that the proposed uplift to the local government settlement will be eaten up by the Chancellor’s decision to increase the National Living Wage and Employer National Insurance contributions for the wider supply chain. The Council will therefore be no better off because of the recent Budget, nor policies in this Bill.

“Council does, however, welcome that the Labour government ignored calls by Labour councillors in Leeds to impose a wealth tax on those who create jobs, enterprise and opportunity in the UK economy.

“Council believes the Bill will complement this administration’s achievements on inclusive decline in Leeds, noting the OBR’s observation that the UK economy will now grow less than forecast because of Budget policies announced by this Labour government.”

Councillor Dan Cohen

- White Papers - 10.00 am on the day before the issue of the Summons
- Questions - 10.00 am on Monday before the meeting
- Amendments - 10.00 am on the day before the meeting  
(including references back)

(All submissions should be made to Governance Services for receipt to be recorded and distribution made)

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**COUNCIL MEETING – 13<sup>th</sup> November 2024**

NOTICE OF:	Reference No:	Date Received:	Date Forwarded:
White Paper Amendment	A2 to WP3	12/11/24	12/11/24

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Submitted by:	Councillor Diane Chapman
Relevant Board/Regulatory Panel:	Executive Board
Executive Member/Chair:	Executive Member (Resources)
Relevant Director	Interim Assistant Chief Executive – People, Digital and Change

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Delete all after “This Council” and replace it with:

“welcomes many of the substantive issues addressed in the Employment Rights Bill currently progressing through Parliament. However, it is regretted that many of the benefits proposed will not be delivered until 2026.

Council is concerned that living standards for most people will, at best, stagnate or, worse decline as a result of the Governments decisions to increase employers NI contributions, to retain the 2 child benefit cap, to increase the cost of bus travel, to remove the winter fuel allowance and to increase student fees.

After 14 years of misery under a Conservative Government (with decisions regularly lamented by this Administration) this Council is concerned that our residents are still to see an improvement in their daily lives and urges the Government to urgently review the impact of its recent decisions”.

The amended White Paper motion would then read:

This Council welcomes many of the substantive issues addressed in the Employment Rights Bill currently progressing through Parliament. However, it is regretted that many of the benefits proposed will not be delivered until 2026.

Council is concerned that living standards for most people will, at best, stagnate or, worse decline as a result of the Governments decisions to increase employers NI contributions, to retain the 2 child benefit cap, to increase the cost of bus travel, to remove the winter fuel allowance and to increase student fees.

After 14 years of misery under a Conservative Government (with decisions regularly lamented by this Administration) this Council is concerned that our residents are still to see an improvement in their daily lives and urges the Government to urgently review the impact of its recent decisions.

*E D Chapman*

Cllr Diane Chapman

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Deadlines for submission

- White Papers - 10.00 am on the day before the issue of the Summons  
Questions - 10.00 am on Monday before the meeting  
Amendments - 10.00 am on the day before the meeting  
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**COUNCIL MEETING – 13<sup>th</sup> November 2024**

NOTICE OF:	Reference No:	Date Received:	Date Forwarded:
White Paper Amendment	A3 TO WP3	12/11/24	12/11/24

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Submitted by:	Councillor Penny Stables
Relevant Board/Regulatory Panel:	Executive Board
Executive Member/Chair:	Executive Member (Resources)
Relevant Director	Interim Assistant Chief Executive – People, Digital and Change

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At the end of the first sentence, remove the words “for all”

In the third paragraph, insert the word “that” after the words “the Bill”

Delete the whole of paragraph four.

Delete the final paragraph and replace with:

“However, Council is disappointed that the Government has not gone far enough in the increase to the national minimum wage, and therefore address the continuance of inequalities across our country. This is one of the most pressing issues affecting our society and one which the Government must urgently address. The National Living wage will still not be enough to enable families to have a decent standard of living, at £12.21 / hour. The Rowntree Foundation minimum Living Wage is £12.60/hour and £13.85 in London. This means that many working families will not be able to have a decent standard of living and may still have to access Food Banks. This is a disgrace in one of the richest countries in the world.

Council believes that whilst there are many good points to this Bill, the Government has not gone far enough in reducing the inequalities between the richest and poorest in our country and in Leeds, and it calls for urgent bolder action to address this issue”.

The amended White Paper would then read:

This Council supports the Government’s new landmark Employment’s Rights Bill that will improve the lives of thousands of workers in Leeds by raising living standards.

Council welcomes measures in the Bill to provide protection against unfair dismissal from day one; establish parental and bereavement leave from day one; end exploitative zero-hour contracts; end unscrupulous practices of fire and rehire and fire and replace; make flexible working the norm where practical; deliver stronger protections for pregnant women and new mothers; and strengthen statutory sick pay.

Council supports the Bill that will establish a new Fair Work Agency to enforce employment rights such as holiday pay and provide support to employers looking for guidance on how to comply with the law.

Council is pleased the Bill will modernise Trade Union laws to help in their vital role representing workers' interests and improving working conditions.

However, Council is disappointed that the Government has not gone far enough in the increase to the national minimum wage, and therefore address the continuance of inequalities across our country. This is one of the most pressing issues affecting our society and one which the Government must urgently address. The National Living wage will still not be enough to enable families to have a decent standard of living, at £12.21 / hour. The Rowntree Foundation minimum Living Wage is £12.60/hour and £13.85 in London. This means that many working families will not be able to have a decent standard of living and may still have to access Food Banks. This is a disgrace in one of the richest countries in the world.

Council believes that whilst there are many good points to this Bill, the Government has not gone far enough in reducing the inequalities between the richest and poorest in our country and in Leeds, and it calls for urgent bolder action to address this issue.

Proposed by:

Seconded by:



Cllr Penny Stables



Cllr Tim Goodall

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