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Dear Harry,

Thank you for your correspondence of 16 October to the Secretary of State, regarding the Employment Rights Bill and the Government's Plan to Make Work Pay. I am responding as this matter falls within my ministerial portfolio.

We have delivered on our commitment to introduce an Employment Bill within 100 days of being in Government and have been pleased with the success of the bill at second reading. This is a comprehensive Bill which, once implemented, will represent the biggest upgrade in employment rights for a generation. It will raise the minimum floor of employment rights, raise living standards across the country and provide better support for those businesses who are engaged in good practices.

The Bill is the first phase of delivering our Plan to Make Work Pay, supporting employers, workers, and unions to get Britain moving forward. Some parts of Make Work Pay will take longer to develop and implement. The Next Steps to Make Work Pay provides an overview of the Government's approach to delivery:

www.gov.uk/government/publications/next-steps-to-make-work-pay.

The Government's plan to Make Work Pay is a core part of the mission to grow the economy, raise living standards across the country and create opportunities for all.

This sits alongside work on planning reform, kickstarting a skills revolution, a modern industrial strategy and a plan to tackle inactivity.

Just as Government is committed to working in partnership with businesses, trade unions and other stakeholders to deliver our mission on growth, so too are we committed to doing so on the plan to Make Work Pay. The process on these reforms will be no different. We have already begun engaging in a tripartite way ahead of the introduction of this Bill, and these reforms will continue to be delivered in partnership.

The Government will undertake a comprehensive consultation process before legislation comes into effect. We will set out a timetable for consultation in due course and I encourage you to share your views.

I hope you find this information useful and thank you once again for your support.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Justin Madders", with a horizontal line underneath.

JUSTIN MADDERS MP

Parliamentary Under-Secretary of State for Employment Rights, Competition and Markets
Department for Business and Trade