

CAVENDISH

Insight. Influence. Creativity.

Weekly Monitoring

Friday 25th

October



EIA Update

The EIA are continuing to engage with key stakeholder, including seeking meetings with new members of Culture, Media and Sport Select Committee, and its Chair, Dame Caroline Dinenage who we last met with in late 2023.

We are also in talks to meet with Sir Chris Bryant, Minister for Creative Industries, Arts and Tourism and are preparing our Government relations strategy for next year.

Next week we are going to attend the UKEvents Report launch which will be attended by civil servants in the Department of Culture, Media and Sport.

Political Update

The Government's "maiden Budget" will take place next week, on Wednesday 30th October. Chancellor Rachel Reeves has made no secret of the fact that there will be difficult decisions to make, and the groundwork for these has been laid over the course of the past three months, with Labour claiming that the state of the nation's finances when it came into power was far worse than expected.

While Labour promised to not raise VAT, Income Tax or National Insurance, Reeves is widely [expected](#) to increase employer National Insurance contributions. This has the potential to raise between £9bn and £18bn. Businesses are also expecting reform can be expected to reduce rates for smaller businesses, while raising rates on large multinationals.

A full briefing on the announcements will be shared next week.

The second reading of the Employments Rights Bill took place in Parliament this week (please see a summary below) along with the Government launching several

consultations on the Bill's proposals. Key areas include tackling one-sided flexibility in zero-hour contracts, strengthening protections against fire and rehire practices, and improving statutory sick pay.

The Second Reading was preceded by the publication of the Bill's economic impact assessment. Despite a generally warm welcome from the sector and unions, the estimation that the policy would cost businesses £4.5bn a year was met with fierce criticism from business groups and dominated the headlines of leading news outlets on Tuesday.

The results of the Conservative leadership contest will be announced on Saturday 2nd November meaning that it will be Rishi Sunak, current leader of the party, who responds to the Budget on behalf of the Conservatives. The race remains between Kemi Badenoch and Robert Jenrick, polls of Tory party members suggest that Badenoch remains the favourite to win whilst Jenrick said "this is neck and neck".

News

[Employment Rights Bill: How will you be affected](#)

The Guardian is asking people to share how the Employments Rights Bill will affect you either as a business owner or a worker. You can submit your story anonymously if you are over 18 [here](#).

[Government Consultations on the Employments Rights Bill](#)

The Department for Business and Trade has published a series of consultations on strengthening statutory sick pay, zero-hours contracts, industrial relations, collective redundancy, and fire and rehire. Views are being welcomed from businesses and interested parties, and the consultations will close at 23:59 on 2 December 2024.

Making Work Pay: creating a modern framework for industrial relations

The first consultation focuses on trade union rights and looks at changes that will be brought in following the repeal of anti-union legislation including the Trade Union Act 2016, and the Strikes (Minimum Service Levels) Act 2024. Responses can be made [here](#).

Making Work Pay: the application of zero hours contracts measures to agency workers

The second consultation relates to measures to tackle "one-sided flexibility" in zero-hours contracts through a right to guaranteed hours with a contract that reflects the number of hours regularly worked, and a right to reasonable notice of shifts with payment for shifts cancelled or curtailed at short notice. The consultation seeks views explicitly on the application of these two measures to agency workers.

Responses can be made [here](#).

Making Work Pay: collective redundancy and fire and rehire

The third consultation looks at strengthening remedies against abuse of rules on

collective redundancy and fire and rehire. The Government are seeking views on the proposal to increase the maximum period of the protective award that a tribunal can award. Responses can be made [here](#).

UK will not re-open Brexit agreements

Whilst speaking in Dublin at the British-Irish Chamber of Commerce, UK Trade Minister Douglas Alexander stated that re-opening Brexit agreements is “off the table” in upcoming EU-UK trade talks. This comes as Prime Minister Keir Starmer has set out aims to 'reset' EU-UK relations. Alexander emphasised that the UK will not rejoin the customs union or single market. The Government plans to publish a new trade strategy in 2025, aiming to support small businesses and address border frictions.

Concerns raised over Workers Rights Plans

Lawyers and MPs warn that the UK's push for workers' rights will fail without enforcement reforms, as employment tribunal caseloads rise 18% from the previous year. The Government's assessment predicts a 15% increase in tribunal claims due to new reforms, adding 4,750 claims annually. Labour MP Andrew Pakes emphasises the need to fix the tribunal system. Former lawyer Jon Pearce suggests judge-only hearings to expedite cases. The government plans to create a Fair Work Agency to alleviate tribunal burdens and ensure workers can uphold their rights. Senior trade union leaders stress the need for proper resourcing of the Fair Work Agency to benefit both workers and businesses.

UK Trade Centre of Expertise

Prime Minister Keir Starmer announced the creation of a new UK Trade Centre of Expertise during his visit to Samoa. This centre, operating out of the Foreign Office, aims to bolster economic ties across the Commonwealth and unlock markets for UK businesses. Trade specialists will provide technical and practical assistance to developing countries, helping them access and compete in global markets. This initiative is expected to help UK businesses “tap into some of the world's fastest-growing economies”, such as Uganda and Bangladesh, fostering stronger economic partnerships and driving export-led growth.

Parliament

House of Commons

Employment Rights Bill Second Reading

The Government's Employment Rights Bill had its Second Reading in the House of Commons. Please find a full [briefing here](#).

During the Second Reading of the Employment Rights Bill, Deputy Prime Minister Angela Rayner highlighted the ambitious reforms aimed at improving workers' rights, including banning zero-hour contracts, enhancing job security, and supporting women in the workplace. She emphasized the positive impact on businesses like Sainsbury's and Octopus Energy, which see strong employee rights as growth opportunities. Labour MPs praised the Bill, calling it landmark legislation and the biggest uplift in workers' rights in a generation.

Opposition was led by Kevin Hollinrake, who argued that the Bill would increase costs for businesses and consumers, disproportionately affecting SMEs. He cited concerns from the Institute of Directors and the Institute for Fiscal Studies about potential negative impacts on employment and wages. Conservative MPs also raised issues about the Bill's timing and its implications for small businesses. The Bill will now proceed to the Committee Stage for further scrutiny.

Committee Members of the Culture Media and Sport

The Culture, Media, and Sport Select Committee has begun to announce their members these are:

- Mr Bayo Alaba, Labour MP for Southend East and Rochford
- Mims Davies, Conservative MP for East Grinstead and Uckfield
- Mr James Frith, Labour MP for Bury North
- Dr Rupa Huq, Labour MP for Ealing Central and Acton
- Natasha Irons, Labour MP for Croydon East
- Jo Platt, Labour MP for Leigh and Atherton
- Tom Rutland, Labour MP for East Worthing and Shoreham
- Paul Waugh, Labour MP for Rochdale

Debate on the Secondary Ticketing Market

In a Westminster Hall debate this week, MPs discussed the issue of the secondary ticketing market. Emma Foody Labour MP for Cramlington and Killingworth opened the debate, highlighting the exploitation of fans by ticket touts and the need for stricter regulations. She cited research showing consumers lose an estimated £145 million annually due to inflated resale prices.

Sir Chris Bryant Minister for Creative Industries, Arts and Tourism emphasised the need for effective enforcement of existing laws and new measures to protect consumers from ticket touts. He highlighted the frustration with the current lack of prosecutions and the importance of transparency in ticket pricing. Bryant assured that change is coming and urged ticketing platforms to prepare for new regulations.

The debate concluded with a consensus on the need for better enforcement of existing laws and consideration of new measures to protect consumers from unfair practices in the secondary ticketing market. MPs agreed that the government should launch a consultation to address these issues comprehensively.

Contributions to arena and festival tickets

Kate Osborne, Labour MP for Jarrow and Gateshead East, asked the Secretary of State for Culture Media and Sport if she will make an assessment of the potential merits of a voluntary grassroots contribution on arena and festival tickets to support the grassroots music sector.

Sir Chris Bryant Minister for Creative Industries, Arts and Tourism responded to say

"The Government will respond to the Culture, Media and Sport Select Committee's report on grassroots music venues in the coming weeks, including its recommendations on a ticket levy, the agent of change principle, and a fan-led review

of live and electronic music. To support fans, we will launch a consultation on new protections for ticket resales in the autumn alongside a call for evidence on price transparency.

"We are encouraged to see the music industry exploring a voluntary levy to sustain the flow of talented musicians throughout the music ecosystem, from grassroots to the main stage. The Secretary of State and I [Minister Bryant] look forward to meeting Mark Davyd, CEO of Music Venue Trust later this month to discuss the challenges and opportunities facing the grassroots music sector, where the recommendations set out in the Select Committee's report will be discussed."

House of Lords

Future Skills Need

Baroness Taylor of Bolton, Chair of the House of Lords Industry and Regulators Committee, has urged the Government to ensure that apprenticeships and training programmes align with the UK economy's future skills needs. In a letter to the Minister for Skills, Baroness Smith of Malvern, Baroness Taylor criticised the current skills system as complex, short-term, and lacking strategic direction. She also highlighted dissatisfaction with the Apprenticeship Levy, soon to be the Growth and Skills Levy, which is seen as disadvantaging young people.

The Committee's inquiry found that apprenticeships often train existing staff, reducing opportunities for young people, and that the UK lags in employer-led training due to retention concerns. The Committee called for a simplified skills system, long-term funding, and ring-fenced funds for young people and new starters.

Social Media Monitoring

Mary Creagh Labour MP for Coventry East "Thinking about your future and interested in travel and tourism but don't know where to start? Tourism company TUI has launched a free, virtual work experience programme for young people aged 14+ in collaboration with careers platform @springpod"

Ian Byrne Independent MP for Liverpool West Derby "RT @_lfcfb: If you've got an opinion on ticketing, it is important to complete the ticketing survey and have your say 🗨️ <https://t.co/lHyvyavwQv>"

Caroline Voaden Liberal Democrat MP for South Devo "I spoke at a Westminster Hall debate where I urged the Government to not only extend business rates relief for our Hospitality sector but explore bolder reforms to give pubs and other venues the ability to invest in their people, properties, and future."

Gareth Thomas Minister for Services, Small Businesses and Exports "Santander's three-year backing of our International Trade Week is a strong endorsement of the UK's trade and investment strategy, as we work together to get more small businesses growing and exporting around the world. Businesses can register for International Trade Week at <https://t.co/Lre52bjNnS>"

For any queries regarding this round-up
please get in touch today.

Get in touch



cavendishconsulting.com