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26 June 2025

My Noble Lords,

**Correction of Statements made at Employment Rights Bill, House of Lords
Committee Stage (Day 7 and 9)**

During the Employment Rights Bill Committee Stage debate on Thursday 5 June, I erroneously stated whilst discussing an amendment tabled by Lord Hendy on trade union right of access (Clause 56) that sections 70ZH and 70ZK of the clause, which cover the enforcement framework for right of access, were introduced at Report Stage. That was incorrect. Those sections have been in the Employment Rights Bill since it was introduced, and I would therefore today like to correct the record. What occurred at Report stage was several amendments, including an amendment to Section 70ZI. This amendment specified that financial penalties for breaches would be determined by the CAC, subject to regulations under Section 70ZIA. Section 70ZIA, now renumbered as section 70ZJ allows SoS to specify in secondary legislation the minimum, maximum, and metrics the penalty amount should be tied to, as well as matters the CAC must have regard to when calculating those penalties.

Furthermore, in my closing remarks on trade union right of access during the Employment Rights Bill Committee Stage debate on Monday 16 June, I referred to Clause 57 when I was meaning to refer to Clause 56. Clause 57 deals with trade union recognition rather than the right of trade unions to access workplaces, which was the topic of this debate. This was a mistake, and I would therefore like today to correct the record. Please note though that we do intend to consult on both trade union right of access and recognition.

I hope that Noble Lords are assured by these rectifications. A copy of this letter will be deposited in the Library of both Houses.

Yours Sincerely,



**Lord Leong CBE
Lord in Waiting (Government Whip)**