

Good Employment News



Your weekly update of the key topics making the headlines.

Based around the seven characteristics of the Good Employment Charter

22 JULY - 26 JULY 2024

FLEXIBLE WORK

[Shift workers should be exempt from new **flexible working** rules, say bosses - MSN](#)

MSN

The UK's hospitality and retail sectors claim staff often need to be contacted out of hours to boost shifts

[This global tech giant is forcing workers into the office three days a week — or they lose all holidays](#)

MSN

Failure to work from the office three days per week will see HCL workers ... The union commented: "In the post-pandemic era, flexible working ...

[THG orders staff back to the office amid **job** cuts - Drapers](#)

Drapers

THG (The Hut Group), former owner of luxury retailer Coggles, has told staff they will return to the office five days a week and to expect up to ...

[Harrods could face strike over 'discriminatory' **holiday** guidelines - Personnel Today](#)

Personnel Today

Harrods' facilities workers received notification of holiday guidelines in June, which left those who had already arranged and paid for their holidays ...

PAY

[HMRC to clamp down on misapplied childcare scheme - Personnel Today](#)

Personnel Today

HM Revenue & Customs is clamping down on employers that may have wrongly used a government benefit to reduce childcare costs for staff.

[Disneyland workers say they live in cars and motels due to **low pay** - BBC](#)

BBC

Many have second and third jobs that Disneyland's unpredictable schedules make challenging to juggle. ... Fox set to launch free Netflix rival in UK.

[BBC gender **pay** gap widens for third year in a row, latest figures show | Shropshire Star](#)

Shropshire Star

The gap had fallen as low as 5.2% in 2021, but has widened in each successive year.

[Living standards, poverty and inequality in the **UK**: 2024 | Institute for Fiscal Studies - IFS](#)

IFS

... income households than among low-income households. When taken together ... paid work looking after children). As a result, the gender gap in ...

[Our acceptance of low pay in social care costs us more than we think](#)

Joseph Rowntree Foundation

... UK pay more. Adult social care work paid less than the equivalent ... Living Wage or Real Living Wage. A study commissioned by care providers ...

ENGAGEMENT AND VOICE

[Asda Facing Further Strike Action - KamCity](#)

KamCity

Management seems happy to ignore problems, cover them up or brush them under the carpet. "As a result, Asda Wisbech are returning to the picket line.

[Aer Lingus pilots vote to accept pay deal - Shropshire Star](#)

Shropshire Star

Members of the Irish Air Line Pilots ... "Throughout negotiations, management were seeking work practice changes to fund our pay award.

[First Bus drivers on strike as they demand fair pay - Somerset Live](#)

Somerset Live

... pay aspirations and ultimately seek to undermine their conditions of work. ... lowest paid bus workers in the South West. Their employer posted £204 ...

[Metrolink strikes called off after Manchester workers secure new pay deal - Unite the Union](#)

Unite the Union

... for Manchester's Metrolink tram system are celebrating a new pay deal today (Tues 23 July) after accepting an improved offer from their employer.

[Nuclear naval base strike threat lifted as 600 Babcock Marine workers secure pay win](#)

Unite the Union

600 Unite members employed by Babcock Marine (Clyde) Ltd, who undertake specialist services for the UK's nuclear deterrent submarines, will now ...

[Union petitions Oxfam after 'slow' pay progression talks following strike - Civil Society](#)

Civil Society

Oxfam has a commitment to pay a real living wage to all its UK employees, as set by the Living Wage Foundation. The average headcount number for ...

RECRUITMENT

[Skills England to 'galvanise' local economies - Personnel Today](#)

Personnel Today

The education secretary, Bridget Phillipson, has appointed Richard Pennycook, former chief executive of the Co-operative Group, as Skills England's ...

[New fire and rehire code of practice: an employer's guide - People Management](#)

People Management

... tribunal then it can increase any award it makes by up to 25 per ... General election: what would a Labour victory mean for UK employment law?

[Guide launched to improve disability inclusion in legal sector - Solicitors Journal](#)

Solicitors Journal

Reasonable Adjustments: Practical steps for accommodating various needs. ... UK firm. Additionally, they offer valuable advice for other firms ...

[New £21 million fund from British Airways to put 200 aspiring pilots from all backgrounds ...](#)

British Airways Media Centre

British Airways will fully-fund up to 200 places on its coveted Speedbird Pilot Academy recruitment programme for 2025; The money provides real ...

[Aldi to create 1000 new store jobs by 2025 - Retail Bulletin](#)

Retail Bulletin

Aldi has announced that it is to create 1000 jobs in new UK stores between now and the end of the year. The supermarket currently employs over ...

[Sodexo and Nestlé Professional empower 250 UK school pupils through ... - The Staff Canteen](#)

The Staff Canteen

"Our partnership exemplifies the collective effort of the Choose Hospitality Pledge in addressing youth employment, a critical issue facing our ...

[BGEN Looking to Recruit 100 Plus Across its UK Operations - MEM Magazine](#)

MEM Magazine

The recruitment drive follows a number of new contract wins in the industrial space with opportunities across the UK including England, Northern ...

[BA takes on government over associative discrimination in 'fire and rehire' case](#)

Personnel Today

... UK law until recently when the previous government introduced ... Falkner said: "At the Employment Appeal Tribunal, British Airways is ...

[Mayor Andy Burnham Teams Up with Youth Leads UK to Inspire a New Generation of Leaders](#)

Liverpool Chamber of Commerce

... in Greater Manchester. The Youth Steering Group is made up of over 20 ... Business Support · Help us shape policy · Member Portal · Privacy Policy ...

[British Gas to Boost its Workforce with 300 New Apprentices - Centrica](#)

Centrica

I'm proud that we are creating thousands of well paid, unionised jobs ... We've invested £50 million in customer service including hiring more UK based ...

[How the IPP talent management resource tool works - The Pharmaceutical Journal](#)

The Pharmaceutical Journal

... UK and 13 other national partner organisations ... career progression and greater experience of discrimination than white pharmacy team members.

[Aon Gives Manchester Students First Steps On Career Ladder](#)

Business Manchester

Charity digital solutions strategist, Reason Digital, becomes a B Corp ... Business Manchester will use the information you provide on this form to be ...

PEOPLE MANAGEMENT

[Hundreds of jobs could be axed from telecom giant in Preston Brook | Runcorn and Widnes World](#)

Runcorn and Widnes World

An MP has slammed Virgin Media O2 after it has shown 'no regard' for 'loyal staff' as hundreds of jobs in a Preston Brook call centre could...

[Managing staff who become social influencers: five tips for employers | Retail Bulletin](#)

Retail Bulletin

However, every employment contract contains an implied term that the employee ... health and safety concerns. Unless your worker has signed an opt-out ...

[More than 160 jobs lost as Glasgow company goes bust | The Herald](#)

The Herald

A Glasgow-based animation and visual effects company, which produced content for Disney and Netflix, has fallen into administration, leading to ...

[Teachers made redundant as council looks to cut costs - Nation.Cymru](#)

Nation.Cymru

"Compulsory redundancies related to teacher, teaching assistant, and administrative roles. "The total cost associated with the redundancies was £ ...

[Universities having a 'painful time' with finances, warns London's Goldsmiths](#)

Yahoo News UK

Staff at Goldsmiths, University of London, will go on strike for a week after the summer in a long-running dispute over redundancies. It comes as ...

[Carpetright bought in rescue deal but more than 1,000 jobs cut - MSN](#)

MSN

Flooring retailer Tapi has agreed to buy the Carpetright brand, intellectual property, 54 stores and two warehouses in a pre-pack administration ...

[Hundreds of jobs to be cut by BBC over next two years - Manchester Evening News](#)

Manchester Evening News

... UK's public service broadcaster, for all our audiences both ... Greater Manchester NewsThe beautiful tea room less than two hours from Manchester

[High Court case 'could extend whistleblowing protections to trustees' | Third Sector](#)

Third Sector

The Employment Appeal Tribunal will hear the former president-elect of the British Psychological Society suffered 'profound damage to his ...

[Plan to axe 400 roles at county council to be considered | The Comet](#)

The Comet

The proposals – identified as part of the council's 'organisational resourcing programme' – include up to 242 redundancies and the removal of 150 ' ...

[Health workers' confidence to speak up wanes - Personnel Today](#)

Personnel Today

Freedom to speak up. NHS England staff facing record levels of discrimination · NHS whistleblowers to be protected when applying for new jobs. NGO's ...

[Manchester United explain Sir Jim Ratcliffe's controversial plan to cut 250 jobs](#)

Yahoo News UK

The British billionaire has also looked to cut costs in other areas and scrapped most staff benefits when United made the FA Cup final at the end of ...

[Scope of indirect discrimination extended - Farrer & Co](#)

Farrer & Co

Given the fast-changing nature of employment law, Amy ensures the ... UK employment and labour laws 2024: expert analysis. 01.07.24. Insight.

[Home - Giving diverse leadership a boost - Inside Housing](#)

Inside Housing

... people management. She is supported by Professor Dulini Fernando at ... The government-funded KTP (via Innovate UK) also allows us to have a dedicated ...

[Humble Games devs told "company is shutting down" - GamesIndustry.biz](#)

GamesIndustry.biz

Update, 8.59pm: Humble Games has confirmed whilst it is undergoing restructuring, the company is "not shutting down" an...

[The New Worker Protection Act & sexual harassment in the workplace - BDO](#)

BDO

... policies and working practices for many UK employers against the new requirements. The Worker Protection Act states that employees cannot make a ...

[Cambridge academics vote to keep controversial forced retirement policy - Varsity](#)

Varsity

Varsity Masthead. Thursday 25 July 2024 | Cambridge, UK. Menu. News · Comment ... The policy, known as the Employer Justified Retirement Age (EJRA) ...

[Cineworld expected to cut hundreds of UK jobs - Personnel Today](#)

Personnel Today

We are seeking an experienced HR Business Partner to join our global insurance client on a 12 month basis with potential longer term. Recruiter:

[BAM plans wave of job cuts at UK Construction arm](#)

Construction Enquirer

... Manchester's delayed Co-op Live arena job ... Payroll giant Hudson Contract calls for CITB to be absorbed into new Skills England training body.

[The council implements care standard to protect care workers | Salford Now](#)

Salford Now

... UK's healthcare system. ... "Without them, we would not be able to cope" – Salford City Council announces Real Living Wage increase to £9.90 for care

[Amey launches new initiative to encourage sustainable work practices - FMJ](#)

FMJ

... Employee Engagement / Amey launches new initiative to encourage sustainable work practices ... UK biotech company, is conducting a survey in ...

HEALTH AND WELLBEING

[LNER Becomes First UK Train Operator To Receive Period Positive Workplace Certification](#)

Yorkshire Times

... support and challenge period stigma." Jess Strait from The Period Positive Workplace Coalition said: "When organisations like LNER make the effort ...

[Hospitality staff report surge in mental health and wellbeing issues - The Caterer](#)

The Caterer

Hospitality workers have reported an "unprecedented" rise in mental health struggles, based on a survey conducted by UK charity Hospitality Action.

[Clinic Pledge launches to help fertility patients juggle work and treatment | Cambridge Network](#)

Cambridge Network

Claire Heuclin of Fertility Network UK comments: "Our Fertility in the Workplace initiative already offers guidance and support to employers who are ...

[Joint action needed across organisations to improve **employee** wellbeing in the construction ...](#)

Wired Gov

The UK's No.1 government & public sector news alerting service. ... Keynote speakers for APM's Women in Project Management Conference 2024 announced - ...

GENERAL

[Acas annual report reveals 'exceptionally demanding year' - Personnel Today](#)

Personnel Today

Conciliation service Acas handled more than 600 collective disputes in the year to March 2024, and pay was the leading cause.

[Greater Manchester to launch night bus pilot, providing 24-hour transport |](#)

[TheBusinessDesk.com](#)

The Business Desk

The night time economy is a major part of Greater Manchester's economy, with 358,000 people working in jobs or businesses that are significantly ...

[Meet the South West **employers** backing the Good Employment Charter - Bristol Live](#)

Bristol Live

Join the 170 employers and 21000 workers who have come together to make good employers great across the South West.

ABOUT THE GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

The Greater Manchester Good Employment Charter is a voluntary membership and assessment scheme which has been created to improve employment standards across all GM employers, regardless of size, sector or geography. Organisations within the private, public and third sectors are welcome to [join the movement](#).

CONTACT US AT:



SUPPORTED BY:



GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY

ANDY BURNHAM
MAYOR OF
GREATER
MANCHESTER