

Your weekly update of the key topics making the headlines.

Based around the seven characteristics of the Good Employment Charter

## 2 DECEMBER – 13 DECEMBER 2024

### SECURE WORK

#### [Almost one in ten UK workers increasingly trapped in precarious work | UCL News](#)

University College London

Dr Krisztián Pósch, lead author of the study from UCL Security & Crime Science, said: “Concerns about precarious work have been growing in the UK in ...

#### [Belgium's sex workers win maternity pay and pension rights in world first - The Guardian](#)

The Guardian

The law, which went into force on Sunday, ensures that sex workers have employment contracts and legal protection. ... UK officials believe. 7h ...

#### [Swingler to head Action for Freelancers - Televisual](#)

Televisual

Action for Freelancers (AfF), the newly-created, pan industry collaboration supporting freelancers within the UK ... Recruitment; Skills & Training; ...

### FLEXIBLE WORK

#### [BT Set to Toughen Rules on Hybrid Working, Financial Times Says - BNN Bloomberg](#)

BNN Bloomberg

... U.K., on Thursday, Dec. 2, 2021. The London-based group has already ... work since 2022 and are now making this a company-wide policy.” A ...

#### [Koba launches world's first WELL Coworking Rated flex workspace in Manchester](#)

Insider Media

Koba, the flexible workspace company, has achieved the world's first WELL Coworking Rated flexible workspace at Koba @ 100 Barbirolli Square in ...

#### [Lancashire printing firm switches to four-day week in “hugely successful shift” | Insider Media](#)

Insider Media

North West Business Insider · South East Business Insider · South West ... Sir Keir Starmer says North of England will benefit from further Saudi ...

#### [Heineken UK Signs New London Office Lease - TWinFM](#)

TWinFM

With facilities including 'smart' meeting rooms, flexible working spaces, showers for colleagues who cycle or run to work, and of course HEINEKEN UK ...

## PAY

### [White Cambridge academics paid almost 6% more than BME colleagues - Varsity](#)

Varsity

Varsity Masthead. Saturday 30 November 2024 | Cambridge, UK. Menu ... ] in the lowest paid roles," being non-academic jobs. According to the ...

### [Evri agrees deal with union over pay for couriers - Logistics Manager](#)

Logistics Manager

The scheme provides 'access to 28 days paid holiday, guaranteed national minimum wage, pension contributions, parental leave and additional flexible ...

### [Northern Ireland consults on gender, ethnicity and disability pay reporting - Personnel Today](#)

Personnel Today

... UK. Pay gap reporting. Ethnicity pay gap ... Why advertise with us? EVENTS & PRODUCTS. The Personnel Today Awards · The RAD Awards · Employee Benefits

### [Birmingham City Council's £760m equal pay settlement: Thousands of low-paid workers to benefit](#)

Insider Media

Amazon workers to vote on trade union representation in UK first ... GSF Car Parts launches National Distribution Centre - creating more than 400 jobs.

### [NHS Pension Scheme: proposed amendments for April 2025 - GOV.UK](#)

GOV.UK

... hours worked by part-time staff to be ... Their overall contributions reduce because the contribution rate was applied to their reduced pay.

### [Unions call 2.8% pay rise proposal an 'insult' - Personnel Today](#)

Personnel Today

Unite has long been saying that NHS pay concerns must be resolved through direct negotiations with government." Sign up to our weekly round-up of HR ...

### [Netflix cracks down on incredible staff perks including unlimited parental leave in child's first year](#)

Daily Mail

Netflix is cracking down on their generous employee benefits, including giving new mothers and fathers unlimited time off in their child's first ...

## ENGAGEMENT AND VOICE

### [Amazon Workers In 20 Countries To Strike Under 'Make Amazon Pay': Will UK Shoppers Be ... -](#)

MSN

MSN

This year's protests target alleged exploitation of workers, communities, and the environment. Organisers claim that Amazon prioritises profits ...

### [Northern set to reduce Sunday timetable in December after unions reject offer](#)

Rail Magazine

... both the North West and Yorkshire. Author: David Stubbings · [david.stubbings@bauermedia.co.uk](mailto:david.stubbings@bauermedia.co.uk) · RSS. Comment as guest. Name. Email (will not be shown) ...

### [Ford: Warehouse workers angry over pay, disgusting toilets and union-busting](#)

Your Thurrock

AROUND 150 warehouse workers employed by Lineside Logistics based at Ford Dagenham are being balloted for strike action, Unite, the UK's leading ...

## [Nearly 100,000 Volkswagen workers joined one-day wave of strikes - MSN](#)

MSN

Managers tend to target loyal workers for exploitation, study finds ... What is the most reliable car brand in the UK? 86. 23. This house is only ...

## [Security guard strikes at Natural History and Science Museums suspended pending talks](#)

Arts Professional

Guards currently earn £11.95 per hour, higher than the government's national minimum wage ... Real Living Wage (£13.85), which was set in October 2024.

## ['They think we are machines': Hundreds of Harrods workers vote to strike over Christmas](#)

South London Press

... jobs over the busy season ... The workers are represented by United Voices of the World (UVW), a trade union for low-paid migrant workers.

## [Government workers stage two-day strike action in city centre - Yahoo News UK](#)

Yahoo News UK

Fran Heathcote, PCS general secretary, said: "Our DBS members perform important roles for the public when applying for DBS checks. Management needs to ...

## [Avanti warn of 'significantly reduced' services as three festive strike dates announced](#)

Manchester Evening News

... reduced' after the announcement of three days of ... hour · Cineworld announces six more UK cinemas to close - including one in Greater Manchester ...

## [RMT to call strike 'if needs be' over proposed cuts to rail ticket office hours | STV News](#)

STV News

... cut ticket office opening hours on Scotland's railways. ScotRail announced plans in October to reduce the hours at 54 ticket offices, saying data ...

## [Met Police staff vote to strike over office return - Personnel Today](#)

Personnel Today

HR Advisor. Hays Human Resources. Denton, England; £30000.0 - £35000.0 per annum + £33,000. HR Advisor | Temporary & ...

## [First day of strike action as TfGM office and interchange staff rally over conditions and pay](#)

Manchester Evening News

In a letter to union bosses, published to X this afternoon, mayor Andy Burnham said the Greater Manchester Combined Authority (GMCA) had been ...

## **RECRUITMENT**

### [Businesses get greater access to future talent as the Lancashire and Cumbria Institute of ...](#)

Insider Media

North West Business Insider · South East Business Insider · South West ... Landmark Manchester, Manchester; Town Centre Securities PLC, Leeds ...

### [Over 100 jobs created as Rolls-Royce opens new office in Glasgow](#)

Production Engineering Solutions

Funded by the UK Ministry of Defence (MOD), the Glasgow office was selected to help access the skilled talent pools in the region. New starters will ...

### [DIAGEO'S HOSPITALITY PROGRAMME LEARNING FOR LIFE LAUNCHES MORE ...](#)

Bar Magazine

... Manchester, Birmingham and Nottingham. With ... UK in accessible formats. ... Diageo Learning for Life: Introduction to Hospitality (23 – 24 January) ...

## [Stockport County Community Trust launches new skills programme for unemployed adults](#)

Marketing Stockport

... work in football. Funded by the UK Government through Greater Manchester Combined Authority and Adult Learning Within Reach (WEA), the Get Into ...

## [BAE to hire 2,400 new recruits as skills investments hits £1bn - Personnel Today](#)

Personnel Today

Charles Woodburn, chief executive of BAE Systems, said: "As the UK's largest defence company, we rely on the skill and ingenuity of those who deliver ...

## [New alliance to address Greater Manchester electrotechnical skills shortages - Marketing Stockport](#)

Marketing Stockport

Education providers, business and the Chamber of Commerce are among partners addressing the electrotechnical skills shortages in Greater ...

## [T Level placements reformed to open up new qualification - GOV.UK](#)

GOV.UK

Last week the Work and Pensions Secretary announced a White Paper with the biggest reforms to employment support for a generation, backed by £240 ...

## [ScottishPower to recruit from Grangemouth redundancies - reNews](#)

reNews

Workers facing redundancy at Ineos' Grangemouth refinery and at construction company ISG have been urged by ScottishPower to get in touch.

## [Care group aims to recruit another 1,000 workers | TheBusinessDesk.com](#)

The Business Desk

The group is already established in the North West of England and North Wales. Recruitment has started with Alcedo Care looking to employ over 1,000 ...

## [ONS concedes it may not be able to replace labour force survey until 2027 - The Guardian](#)

The Guardian

Policymakers have complained about the quality of existing data on the UK jobs market. ... Statistics · Economics · UK unemployment and employment ...

## [CIPD renews calls for an Apprenticeship Guarantee in the UK](#)

CIPD

Understand what we mean by skills in the workplace, UK skill levels and the government's skills policy

## [Disability inclusion at work report | Deloitte UK](#)

Deloitte

New report finds UK workers face workplace barriers due to disabilities, chronic health conditions and neurodivergence.

## [CIPD study shows poor perceptions of young workers - Personnel Today](#)

Personnel Today

A new CIPD study reveals poor perceptions of young people at work, with 52% of UK employers believing they are not ready for the workplace.

## [Job fair connects refugees with employment opportunities - Personnel Today](#)

Personnel Today

Flexible working · Legal timetable · Maternity & paternity · Shared ... Jen Stobart, director of Tent UK, said: "Securing meaningful employment

## [ITM launches inclusivity taskforce - The Business Travel Magazine](#)

The Business Travel Magazine

The Institute of Travel Management (ITM) has introduced a new taskforce to build inclusive travel programmes ... itm.org.uk. Tags: ITM · travel ...

## [Marks & Spencer to support a further 2,000 people into work | Retail Bulletin](#)

Retail Bulletin

... management. Marks and Spencer chief executive Stuart Machin said ... Too many young people in the UK face barriers to getting a job, but if ...

## [The EY Foundation's Social Mobility Campaign Tackles Stigmas Around Gen Z's Attitudes to Work](#)

lbbonline.com

... UK to mark 10 years since its launch. Spotlighting the overlooked potential of young people from low-income backgrounds, the campaign's hero film ...

## [Greater Manchester students lead the way to a sustainable future with Green Careers Mission event](#)

The University of Manchester

[katie.sewell@manchester.ac.uk](mailto:katie.sewell@manchester.ac.uk). +44 7823 859 989. Register for news ... work as you expect it to. The information does not usually directly ...

## [UK government hands out £1M funding for seafarer recruitment and training](#)

Riviera Maritime Media

Britain's maritime and port sector has been given a financial boost from the UK government to recruit and train the next generation of seafarers.

## [New eco-employer list helps PR talent find fossil fuel averse agencies - PR Moment](#)

PR Moment

New eco-employer list helps PR talent find fossil fuel averse agencies ... Good and Bad PR: Goldenballs gets royal treatment, Jaguar charges on ...

## [UK-Saudi project set to create more than 1000 Greater Manchester jobs in advanced materials](#)

Greater Manchester Business Board

UK-Saudi project set to create more than 1,000 Greater Manchester jobs in advanced materials. Dec 9, 2024 | Business News. Greater Manchester is to ...

## [Hiring activity plummets across North, as Autumn Budget fall-out takes its toll | TheBusinessDesk.com](#)

The Business Desk

The latest KPMG and REC, UK Report on Jobs: North of England survey ... recruitment and employment consultancies in the North of England. It ...

## [Atom Bank to support young talent with Early Careers Programme | Insider Media](#)

Insider Media

Bradford 2025 UK City ... Recruitment firms are reporting reduced demand for staff - and ...

## [Knowledge Quarter Liverpool lands £1.1m boost for skills and outreach programme](#)

Insider Media

North West Business Insider · South East Business Insider · South West ... Want regular news updates? Subscribe. Featured News. Sir Keir Starmer says ...

## [Sodexo to guarantee job interviews for people with criminal convictions - The Caterer](#)

The Caterer

... recruitment of trained and qualified prison-leavers. The group said ... The highest official awards for UK businesses since being established by royal ...

## [10 UK universities have now banned the fossil fuel industry from recruiting students on their ...](#)

Bright Green

... UK's largest student activist network. The group coordinates the UK-wide Fossil Free Careers campaign, which demands university careers services ...

## [Future Destination Hub offers tailored support for 16 to 24 year olds deciding on their next steps](#)

Warwickshire County Council

The Future Destination Hub, funded by the UK Shared Prosperity Fund, is a county-wide model which offers the most bespoke guidance to individuals.

## [Lord Timpson having 'conversations' about public sector hiring more ex-prisoners](#)

Yahoo News UK

... hiring former prisoners "hasn't always gone right". He added: "Over time, we learnt that when you find the right people at the right time in their ...

## **PEOPLE MANAGEMENT**

### [EY to cut 150 UK consultants as division head steps down - City AM](#)

City AM

Meanwhile, EY's UK & Ireland managing partner of consulting, Benoit ... In the UK, where EY employs some 20,000 people, its consulting and ...

### [New research reveals NHS risks exodus of ethnic minority talent | WiredGov Newswire ...](#)

Wired-gov.net

Heritage impacts experience: Asian and Black professionals report significantly lower satisfaction regarding career progression compared to their ...

### [St James's Place to cut around 500 jobs, source says - Yahoo Finance](#)

Yahoo Finance

The Telegraph • 10 hours ago ... There are a range of driving law changes coming into force in the UK in December - see how motorists will be impacted.

### [CIISA is looking for input on workplace standards - Kidscreen](#)

Kidscreen

The UK-based org plans to establish expectations for behavior to help keep working environments inclusive and safe. By Sadhana Bharanidharan.

### [Almost a quarter of TalkTalk consumer staff could lose jobs including at Salford HQ](#)

Yahoo News UK

EXCLUSIVE: The M.E.N has learned the changes will mean around 130 possible redundancies out of 530 colleagues - almost 25 per cent.

### [Nurse manager code of practice will 'save lives' - Nursing Times](#)

Nursing Times

... UK Government website. However, the ... Nursing unions have welcomed government plans to tackle exploitation and abuse of migrant care workers ...

### [New guidance on gender reassignment discrimination published by ACAS - Lexology](#)

Lexology

... workplace discrimination and harassment law (UK); How-to guide How-to guide: How to investigate workplace harassment complaints (UK); How-to guide ...

## [Princess Yachts set to make large scale redundancies - Yahoo News UK](#)

Yahoo News UK

Up to 250 staff could lose their jobs at Plymouth's luxury boat maker Princess Yachts after the manufacturer began another wave of redundancies.

## [Magnet offers support to Homebase employees facing redundancy - Retail Bulletin](#)

Retail Bulletin

From redundancy to leadership: Magnet's career opportunities Homebase, a prominent British DIY and garden retailer, entered administration on 13 ...

## [More than 200 jobs at risk as council seeks to make £29m worth of initial savings](#)

The Business Desk

Wakefield Council says it is expecting to begin consultations with trade unions "with the aim of avoiding compulsory redundancies this financial year.

## [Apple Faces Lawsuit for Allegedly Spying on Employees' Personal Devices - Yahoo Finance](#)

Yahoo Finance

The application has privileges to access employees' emails, photos, health records, and smart home information. Bhakta also considers Apple ...

## [Redundancies as Lancashire cheesemaker falls into administration | Insider Media](#)

Insider Media

A historic Lancashire-based cheesemaker and cheesemonger has fallen into administration, with 69 employees made redundant.

## [Airbus to axe nearly 500 UK jobs and 5% of global workforce - Personnel Today](#)

Personnel Today

Airbus is slashing 477 jobs in the UK and 2000 globally by mid-2026, representing 5% of its global workforce

## [Council report proposes controversial "dismissal and reengagement" scheme](#)

Local Government Lawyer

... Employment Tribunal's written reasons were copied from the council's witness evidence or written submissions. ... UK listed companies. Oct 10, 2024 ...

## [Tribunal uplifts for 'fire and rehire' code breaches to take effect - Personnel Today](#)

Personnel Today

HR Advisor. Hays Human Resources. Brighton, England; £35000 - £40000 per annum + £35000 to £40000. This Hr Advisor (ER) role will provide high quality ...

## [Investors urged to tackle exploitation and improve labour rights in English care sector](#)

University of Nottingham

The adult social care sector in England is both important and troubled, socially and financially. There is evidence of a wide spectrum of abuse, ...

## [Changes to maritime law 'reflect the ever-evolving needs of the seafarer' - GOV.UK](#)

GOV.UK

Employment of seafarers. Press release. Changes to maritime law 'reflect the ever-evolving needs of the seafarer'. Internet access for seafarers ...

## [Up to 400 jobs could be lost at Canterbury Christ Church University in bid to save £20m](#)

MSN

... staff about 80% of the savings will come from redundancies. KentOnline understands the move will put some 400 roles at risk - 26% of the institut...

## [Key social enterprise charity collapses and 15 staff made redundant - Yahoo News UK](#)

Yahoo News UK

Over the last 40 years Manchester Centre for Voluntary Organisation has become a hub for voluntary, community, faith and social enterprise ...

### [Ministers planning to cut more than 10000 civil service jobs - The Guardian](#)

The Guardian

... UK · US politics · World · Climate crisis · Middle East · Ukraine · Football ... “But setting a reduced budget or some kind of efficiency target is more ...

### ['One step from disaster': Derby City Council reveals job-axing budget - Yahoo News UK](#)

Yahoo News UK

The authority says redundancies ... The remaining reductions, a maximum of 37.6 FTE posts, will be made up of voluntary and compulsory redundancies ...

### [PinkNews staff call for resignations of 'toxic' bosses amid bombshell allegations of sexual misconduct](#)

Yahoo News UK

... redundancy being used inappropriately. ADVERTISEMENT. Advertisement. “Every company has redundancies, it's a sad fact of business. But it was the ...

### [Cabinet Office to cut 400 roles to create 'smaller, more effective' department](#)

Yahoo News UK

10 hours ago. PA Media: UK News. Government waging 'war on rural England' with planning overhaul, Tories argue. an hour ago. France 24. US announces ...

### [Wind turbine maker sheds 300 jobs on Isle of Wight - Personnel Today](#)

Personnel Today

From time to time, we will send you emails about selected products ... Airbus to axe nearly 500 UK jobs and... 5 Dec 2024. Budget dampens ...

### [Boohoo Group cuts jobs at Manchester HQ - Drapers](#)

Drapers

Boohoo Group has launched a redundancy programme at its Manchester head office as part of a cost-saving plan led by CEO Dan Finley, ...

## **HEALTH AND WELLBEING**

### [Civil servants hold well-being 'check-ins' before meetings - MSN](#)

MSN

The civil service has been accused of holding “lengthy” emotional check-ins at the start of meetings as part of a HR well-being drive.

### [Government to develop men's health strategy - Personnel Today](#)

Personnel Today

... HR Advisor to join our thriving Travel department. The successful candidate will provide critical HR suppo. Recruiter: Michael Page Human Resources.

### [Sick workers without job flexibility four times more likely to leave - Personnel Today](#)

Personnel Today

Research shows people without flexibility in their jobs are four times more likely to leave work following a decline in health.

### [Lucky Generals Launches Open Source Bereavement Policy | LBBOnline](#)

lbbonline.com

... employment think their bereavement leave is paid. In reality, the UK's common compassionate leave does not require employers to offer any paid ...



## [Mitie partners WalkSafe as people feel unsafe after dark](#)

Mitie  
Read next · Almost half of women feel unsafe on our streets, survey finds · Mitie's Security Radar reveals key industry challenges · Mitie Security works ...

## [NHS to test return-to-work 'accelerators' to tackle ill-health worklessness - Personnel Today](#)

Personnel Today  
... benefits of several health interventions ... Why advertise with us? EVENTS & PRODUCTS. The Personnel Today Awards · The RAD Awards · Employee Benefits

## GENERAL

### [UK marks progress on creating digital ID for businesses - Finextra Research](#)

Finextra Research  
The coalition's proposed model would empower the finance sector and CFIT to create a working prototype, in the form of a virtual passport, for UK ...

### [Government growth service to save small business time and money - GOV.UK](#)

GOV.UK  
... Manchester working in partnership with regional authorities to support local exporters. The Budget also confirmed £1 billion for the British Business ...

### [Bee Net Zero launches commitment to set Greater Manchester businesses on their ...](#)

Greater Manchester Business Board  
Greater Manchester's Bee Net Zero partnership has launched a new commitment to encourage the region's businesses of all sizes and sectors to become ..

## 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](#).

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