

Your weekly update of the key topics making the headlines.

Based around the seven characteristics of the Good Employment Charter

30 DECEMBER 2024 – 10 JANUARY 2025

SECURE WORK

[Hundreds of Addison Lee drivers win worker status case - Personnel Today](#)

Personnel Today

A tribunal has ruled that Addison Lee drivers are workers, who will now be entitled to backdated holiday pay and compensation.

FLEXIBLE WORK

[German Amazon Workers Can Apply To Work From Home Despite Company's Global RTO Mandate](#)

MSN

The policy applies to all Amazon workers in ... More UK employers must put infertility policies in place or risk losing talented people, warns.

[Nationwide chief: women miss out when they work from home - Personnel Today](#)

Personnel Today

Women could be missing out on career opportunities if they only work from home, the chief executive of Nationwide has claimed. ... RCN UK HQ (London) ...

[JPMorgan orders 300,000 employees to return to the office - Invezz](#)

Invezz

Spotify maintains flexible work policy, reducing attrition by 15%. ... Despite these setbacks, Spotify's decision to retain its flexible working policy ...

[Advertising giant WPP demands return to office - Personnel Today](#)

Personnel Today

Flexible working · Legal timetable · Maternity & paternity · Shared ... Research from job site Indeed, meanwhile, revealed that almost half of UK ...

[Call for flexible working to support staff amid new weather warnings - Personnel Today](#)

Personnel Today

The CIPD is urging employers to offer flexible working provisions as more weather warnings are issued across the UK.

[BSI launches research into how young people are affected by hybrid working](#)

Workplace Insight

While individual organizations must find the structure that works for them, flexibility is increasingly central to the conversation. Hybrid structures ...

[AtkinsRéalis brings 1000 staff into new Manchester office - Prolific North](#)

Prolific North

The company employs over 12,000 people across the UK and has had a presence in Manchester for more than 20 years. The new central location will be ...

[DfE becomes first government department to provide kinship carer leave - CYP Now](#)

CYP Now

"When employers introduce policies to support kinship carers in the workforce, it enables kinship carers to remain in work, protecting their incomes ...

[WPP staff petition against four-day office return - Personnel Today](#)

Personnel Today

... work that's flexible, mindful, inclusive and evidence-based." Confirming that its new global office attendance policy requires people to work in ...

PAY

[Australia criminalises wage theft with tough new penalties from January 1](#)

Proactive Investors

UK. UK USA AU CA · proactive logo · Sign Up; News ... Employment law experts note that the burden of ... Proactive Investors Limited, trading as " ...

[Southwark's Tyler Grange makes salary ranges publicly available | London Daily News](#)

London Daily News

... employees across the UK. And as it increases its focus on its financial ... engagement, reducing their turnover, and facilitating innovation ...

[Cost of employment of low-wage staff to hit record high - Personnel Today](#)

Personnel Today

"This comes at a time when competition from countries offering cheap labour remains high and opportunities for offshoring work will hit the UK ...

[CEO's 2025 pay overtook average salary on 6 January - Personnel Today](#)

Personnel Today

However, this year, FTSE 100 bosses are having to work two hours more to overtake UK median worker than they did in 2024 because median earnings are ...

[Police Scotland staff accept pay increase of 4.75% - STV News](#)

STV News

The increase will be backdated to April 1, 2024, and also ensures the commitment to no compulsory redundancies.

[Met Police threatens to dock pay of staff who work from home too often](#)

MSN

This will ensure we can continue to do our very best to serve London, whilst giving support staff the flexibility to work from home up to two days ...

[Bias starts with a name, says People Like Us in campaign highlighting ethnicity pay gap](#)

London Daily News

... workplace treatment and pay transparency between white and ethnic minority workers in the UK. ... employment prospects and career progression. When the ...

[Hand Picked Hotels' staff facing having hours cut - BBC News](#)

BBC

... cut temporarily. In an email seen by the BBC, staff across the group, which has about 1,000 people at 21 sites and venues across the UK, including ...

[Sainsbury's to hike wages by 5% after 'biggest ever Christmas'; pound dips after bond sell-off](#)

The Guardian

Rolling coverage of the latest economic and financial news, as grocery chain keeps paying Real Living Wage to staff.

ENGAGEMENT AND VOICE

[RMT members stage separate strikes on the Elizabeth line](#)

RMT

Control Room staff at MTR Elizabeth Line will strike from 9:00 PM on ... Email: info@rmt.org.uk. Promoted by RMT, 39 Chalton Street, London ...

[Tribunals given power to increase compensation where employers have not followed ...](#)

Workers of England Union

Where the employer terminates an employee's existing contract and ... Out of Hours e-mail admin@workersofengland.co.uk and someone will contact you as ...

[Rail passengers face disruption as Avanti train managers strike - The Guardian](#)

The Guardian

... UK politics · Education · Media · Society · Law · Scotland · Wales · Northern Ireland ... line reopens, carrying its first rail passengers since 1964.

[University of Dundee staff balloted on strike action over proposed job cuts | STV News](#)

STV News

... recruitment of international students. University of Dundee staff balloted on strike action over proposed job cuts Gov.uk. Dundee University: Staff ...

[Princes Foods workers strike in ongoing dispute over pay | Article - Employee Benefits](#)

Employee Benefits

Workers employed by food manufacturer Princes Foods have begun strike action this week across the UK in an ongoing dispute over pay.

RECRUITMENT

[Uniqlo, Gymshark and Lush stop hiring UK workers via gig economy apps - The Guardian](#)

The Guardian

The TUC wrote to the retailers urging them to stop using freelance retail workers amid concerns they were missing out on significant employment rights ...

[New regional skills projects to bolster UK cyber defences and deliver on Plan for Change](#)

GOV.UK

... West, North East and North West of England set to benefit. The UK's ... UK businesses currently reporting a cyber skills shortage. These ...

[Only a Pavement Away Calls for More Employability Support Following First All-Women Programme](#)

The British Guild of Beer Writers

For further information, visit

<https://url.uk.m.mimecastprotect.com/s/dbSQcKOW6cOxAO0U29ujSG52hb?domain=onlyapavementaway.co.uk>. -ENDS ... 100% P2E graduates felt better equipped to secure work; 100% employers ...

[Union calls for action to change lives of disabled people | LRD](#)

Labour Research Department

... discriminated against at work. UK Disability History Month ran from 14 November to 20 December 2024. ... Discrimination. Discrimination against ...

[Over 1000 roles available in Glasgow Airport Jobs Fair | The Herald](#)

The Herald

News Scottish News Health Education HQ Transport Investigations UK News World News Subscriber ... Last year's event attracted almost 2,000 people and ...

[Lufthansa group to recruit 10000 staff in 2025, continue cost-cutting measures](#)

Investing.com UK

UK Indices · Major Indices · World Indices · Global Indices · Index Futures ... The recruitment drive includes more than 2,000 flight attendants ...

[Permanent job vacancies in UK shrink at fastest pace for four years - The Guardian](#)

The Guardian

... hiring. Jon Holt, the KPMG group chief executive, said: "As we start the new year, it's a muted one for the UK jobs market. The hiring market ...

[Motorsport UK launches Inclusion Hub](#)

Motorsport UK

Risk Management · Safeguarding · Schools Education Programme · Spectator ... people. However, finding these opportunities and even understanding ...

[Sodexo collaborates with The Purpose Coalition to expand employment... - Cleaning & Maintenance](#)

Cleaning & Maintenance

Across the UK, more than 11 million people hold a criminal record, many ... Business Development Manager + 44 (0) 1737 855 086

[Dr Ollie Folayan: Setting a new standard for diversity & inclusion in engineering](#)

Scottish Construction Now

... diversity in the UK engineering sector where ethnic minorities remain underrepresented despite strong participat. ... equity, diversity and inclusion.

[Consultation launches to tackle low numbers of suitably qualified youth workers - CYP Now](#)

CYP Now

As part of the proposals Level 4 and 5 qualifications will be recognised as part of youth workers training and career progression. In addition, a ...

[Hiring freeze at dozens of NHS cancer and diagnostic units despite rising referrals](#)

The Guardian

An NHS England spokesperson said: "We have developed a number of initiatives to improve access to cancer diagnostic services for patients to help ...

[Top bosses join forces to get thousands of offenders into work - GOV.UK](#)

GOV.UK

Employment Councils will provide support to frontline probation staff already involved in getting offenders into work. They will provide them with a ...

PEOPLE MANAGEMENT

[Physician associate body preparing over 180 legal cases against GP practices - PulseToday](#)

PulseToday

UMAPs told Pulse that its legal approach will now be to 'empower colleagues who are affected by this to make an employment tribunal claim against ...

[Sunseeker: Yacht company layoffs to continue until late January - BBC News](#)

BBC

A luxury yacht company has said 91 of its employees will continue to be laid off until 27 January. Sunseeker announced in December that ...

[About 280 contractor jobs cut after Labour ends Rwanda asylum scheme - The Guardian](#)

The Guardian

"Since the election, enforced returns are up 25% on the same period last year and we've delivered four of the biggest removal flights in UK history, ...

[Fast fashion firm Shein showing 'wilful ignorance' over supply-chain questions, MP says - BBC](#)

BBC

... UK MPs today. Share. close panel. Share page. Copy link. About sharing. Analysis. Did zero-hour contracts lead to an imbalance of power at McDonald's?

[McDonald's faces further harassment allegations - Personnel Today](#)

Personnel Today

... UK staff. The Equality and Human Rights Commission said in a ... Job Advert: HR Advisor Role Title: HR Advisor Service Area: Human Resources ...

[Second jobs at four-day council 'nuttier than a squirrel's brunch' - Personnel Today](#)

Personnel Today

Local authoritiesLatest NewsPublic sectorFlexible workingFour-day week ... jobs, such as evening cleaning work, before the trial began. A ...

[Defence ministers issue update on plan to cut MoD civil service jobs](#)

Civil Service World

... UK. "Over time the civil service workforce will be smaller, but also a team that is better able to deliver Defence outputs efficiently and ...

[Call to monitor second jobs of four-day week staff - LocalGov](#)

LocalGov

Many council workers on low pay will already have a second job. Those ... Pay.UK – the next step in Bacs' evolution. Dougie Belmore explains ...

[National clinical homecare workforce consultation launches - Home Care Insight](#)

Home Care Insight

Clinical homecare services are also estimated to save the UK economy £264m a year. ... 1 on Great Place to Work's 2024 UK Best Workplaces in Healthcare ...

[Progress made tackling public sector workplace bullying - report - BBC News](#)

BBC

... employees is better given if support is offered to all involved". ... Why are UK borrowing costs rising and what does it mean for me?

[ISS vows to put 100k staff and families through learning courses by end of 2025](#)

Facilitate Magazine

... UK & Ireland. Workplace experience and FM group ISS is increasing its social commitment to employee development and education. Having provided more ...

[Staff at Nike outlet in Edinburgh face redundancy as store to close | STV News](#)

STV News

Sportswear giant Nike is to close its Edinburgh outlet store, with redundancies expected. The Nike Factory Store, at Craigmyle Retail Park, will ...

[Microsoft Confirms Job Cuts Based On Performance - Silicon UK](#)

Silicon UK

At the time of writing, there is no indication of how many actual jobs are being terminated. "At Microsoft we focus on high-performance talent," a ...

HEALTH AND WELLBEING

[UK employers urged to adopt fertility policies or risk losing talented staff - Business Matters](#)

Business Matters

Growing numbers of UK workers face fertility challenges, yet few employers have formal fertility policies. The Chartered Management Institute and ...

[Think tank calls for national reset on workforce health in 2025 - Lancaster University](#)

Lancaster University

Work Foundation longitudinal research released in December 2024 tracked the employment journeys of more than 9,000 UK workers and found that nearly ...

[MP puts forward 'safe leave' Bill for domestic abuse victims - Personnel Today](#)

Personnel Today

... flexible working or salary advances can help workers facing such situations. Kevin Poulter, employment partner at law firm Freeths pointed out ...

[Policing at 'breaking point' as mental health absences soar by 50% - Police Professional](#)

Police Professional

"I welcome the chief constable's commitment to workforce wellbeing and that police officers and staff can access a range of services to care for their ...

[Cleaver Fulton Rankin signs up to Mental Health Charter | Irish Legal News](#)

Irish Legal News

Signatories to the Charter pledge to integrate five Charter commitments into their workplace and promote good mental health within their organisation ...

[Barristers' wellbeing a priority for new Bar Council chief Barbara Mills KC | Law Gazette](#)

The Law Society Gazette

Barbara Mills KC told a packed hall at Inner Temple last night that barristers do intense and highly-pressured work. In 1990, when Mills was called ...

GENERAL

[Growth Hub offers support for flood affected businesses | TheBusinessDesk.com](#)

The Business Desk

Reacting to the news that clean up operations have begun after New Year's Day flooding wreaked havoc across the North West Doug Parr, Chief Scientist ...

Government sets out plan to secure the long-term future of steelmaking and safeguard steel ...

GOV.UK

A secure future for the steel industry is vital to both the UK's national security ... The Government will work closely with the Steel Council ...

Welsh Government to create task force to secure future of Holyhead Port - Motor Transport

Motor Transport

The group will work with the Irish Minister of State for Transport, James Lawless, the UK ... "It is crucial we work together so we can secure a ...

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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