

Your weekly update of the key topics making the headlines.

Based around the seven characteristics of the Good Employment Charter

## 27 JANUARY – 7 FEBRUARY 2025

### SECURE WORK

#### [Labour-run Hackney Council under fire for using casual staff contracts despite calling them ...](#)

Evening Standard

Petra Roberts, assistant director for libraries, explained that relief staff were not on zero-hours contracts but were “casual workers” taken from a ...

#### [Gig economy firms warned by UK government they may be operating illegally](#)

The Guardian

Companies supplying 'freelance' workers contacted by minister over practices that could breach employment law.

#### [18-hour days, heatstroke and sleeping on the floor: life behind the scenes for UK festival workers](#)

Bectu

... UK festivals. The union surveyed ... “I was offered less than minimum wage as a day rate for a role that was managing a campsite of 25,000 people.

#### [Most zero-hours workers 'with same employer for more than a year' - The Guardian](#)

The Guardian

... UK · US politics · World · Climate crisis · Middle East · Ukraine · Football ... The employment rights bill will also bring: reforms including an ...

### FLEXIBLE WORK

#### [200 employers commit to permanent four-day week - Personnel Today](#)

Personnel Today

Since April 2024, employees have had the right to ask for flexible working arrangements, including changes to their working hours and days.

#### [Inequality in flexible working dividing Britain into 'two-tier workforce' - The Guardian](#)

The Guardian

However, there was no change in the 6% of the UK's 3.4 million shift workers who said they were able to vary their working hours, representing just ...

#### [Barclays tightens working from home rules - Personnel Today](#)

Personnel Today

A spokesperson for Barclays said: “At Barclays, we recognise the benefits of balancing flexibility for colleagues with the importance of working ...

#### [Hundreds of Border Force staff have left over rota change, union says - Civil Service World](#)

Civil Service World

Around 300 staff have left the organisation due to the inflexible nature of the roster, which does not allow for flexible working arrangements or ...

### [Family rights strengthened in new Manx employment law changes - BBC News](#)

BBC  
Britain's Prime Minister Keir Starmer speaks at a press conference, during his visit to the. Starmer first UK PM to join EU leaders' meeting since ...

### [Spain moves to slash working week to 37.5 hours - Yahoo Finance](#)

Yahoo Finance  
The Socialists committed to reduce the working week from 40 hours to 37.5 hours ... HuffPost UK • 10 hours ago ...

### [Citigroup confirms hybrid working can continue - Personnel Today](#)

Personnel Today  
Hybrid workingFinancial servicesLatest NewsFlexible working. Citigroup ... UK. Recruiter: Oakleaf Partnership. Apply for this job · More jobs ...

## **PAY**

### [Emergency NHS pay rise expose poverty rates in hospitals - Unite the Union](#)

Unite the Union  
Despite the emergency increase in pay none of the affected workers will see their pay reach the real living wage which is the minimum amount of pay it ...

### [Northumberland County Council drop plans to change employee benefit after union opposition](#)

MSN  
Northumberland County Council has dropped plans to reduce a key employee benefit after proposals were met with opposition by a trade union.

### [Government to ease DB pension surplus release restrictions - Personnel Today](#)

Personnel Today  
... benefits to members of the pension scheme. ... Why advertise with us? EVENTS & PRODUCTS. The Personnel Today Awards · The RAD Awards · Employee Benefits

### [Federal employees offered 8 months' pay to resign - Personnel Today](#)

Personnel Today  
The administration expects around 10% of federal staff – as many as 200,000 employees – to accept the offer of “deferred resignation” which will see ...

### [Big pay win for PGRs on UKRI stipends - UCU](#)

UCU  
The union also called on UKRI and universities to peg their stipends to the Real Living Wage after UKRIs report into stipend levels, which was also ...

### [Asda workers advance to final stage in equal pay claim - Personnel Today](#)

Personnel Today  
Before writing about HR and employment he ran news and feature desks on publications serving the global optical and eyewear market, the UK electrical ...

### [April pay rise set to boost pockets of over 3 million workers - GOV.UK](#)

GOV.UK  
After workers in the UK have been through the biggest squeeze in ... Explore the topic. Labour market reform · Payroll · Contracts and working hours ...

## [BT to remove DEI element from middle managers' bonuses - Personnel Today](#)

Personnel Today

Interim HR Manager. Hays Human Resources. London, England; £300.0 - £350.0 per day + c300-350 per day. Interim HR ...

## [Riverford rewards staff with £1.3m windfall as organic veg box profits surge](#)

Business Matters

... real living wage and take part in business decision-making. Riverford attributes the improved financial performance to loyal customers spending ...

## [App drivers plan to 'log off' in pay and conditions campaign | Express & Star](#)

Express & Star

Uber pointed out that all its drivers are paid holiday pay weekly as cash, which represents an additional 12% of their earnings and they are provided ...

## **ENGAGEMENT AND VOICE**

### [Workers at Royal Navy bases including Faslane to walk out over job loss fears | STV News](#)

STV News

Posted in. Argyll and Bute · UK Government. Subcontractor workers for the Royal Navy are to stage a day-long walkout over fears of job losses. Members ...

### [Staff at Capita in Manchester to go on strike in pay dispute - Yahoo News UK](#)

Yahoo News UK

The union Unite said staff were taking strike action in a dispute over their employer's 'refusal to negotiate' a pay award for 2024. Industrial action ...

### [First Bus notified by Unite of intended industrial action at Huddersfield depot](#)

First Bus North England News

That's why we're the UK's largest national bus operator to achieve real Living Wage employer status, cementing our position as an employer of choice ...

### [BMA staff ready to strike over pay - Personnel Today](#)

Personnel Today

HR Advisor Location: City based 2x days a week Contract Type: 3-6 ... HR Manager. Michael Page Human Resources. Birmingham, England ...

### [Staff at major Scottish university vote for strike action over job cuts to plug £30m deficit](#)

The Scotsman

The institution was plunged into turmoil in November after announcing it was facing a deficit of up to £30m, with redundancies "inevitable".

### ["Connected to Care" Initiative to Celebrate Care Workers Launched - The Carer](#)

The Carer

... work of care workers across the UK. This month-long campaign aims to celebrate the invaluable contributions of care workers who dedicate their ...

### [G4S members in Jobcentres to be balloted for fresh strike action](#)

Public and Commercial Services Union

Over 650 PCS members working at jobcentres as security guards are demanding a real living wage, an end to zero hours contracts and access to sick pay ...

### [Avanti West Coast: train manager strike resumes over rest day working dispute - Rayo](#)

Rayo

A reduced timetable will be in operation, with fewer services running ... First for all the latest news from across the UK every hour on Hits ...

## [Hundreds of Met civilian staff begin two-week strike over flexible working - Yahoo News UK](#)

Yahoo News UK

More than 300 civilian workers at the Metropolitan Police have launched a two-week strike in a dispute over flexible working. Staff in the ...

## [Birmingham bin workers strike over pay dispute | Article - Employee Benefits](#)

Employee Benefits

Employee Benefits is the UK's leading free-to-access website for HR, reward and benefits professionals. [About us](#) · [Contact us](#) · [Privacy policy](#) ...

## [Teacher dispute now appears 'inevitable' over class time, union leader warns | STV News](#)

STV News - STV Player

The EIS union said a deadline for employers to make progress on a commitment to cut teachers' contact time had passed.

## **RECRUITMENT**

### [Fairtrade could help tackle exploitation in UK factories and farms, new boss says | Ethical business](#)

The Guardian

Ethical trade body could 'offer solutions' in advising government on protecting workers, says Eleanor Harrison

### [RUSI publishes plan to improve Civil Service recruitment and retention of tech specialists](#)

UKAuthority

... jobs across the UK. "To achieve this, the Government must improve pay and other incentives to attract and retain skilled professionals in critical ...

### [Mayor's grad scheme to link talented graduates with small and medium-sized firms in West Yorkshire](#)

The Phoenix Newspaper UK

Firms that apply will receive wrap-around support with the recruitment ... [Positive news in UK](#) | [Newspaper organizations UK](#) | [Commonwealth UK](#) | ...

### [ONS to hire temporary staff to improve Labour Force Survey - Personnel Today](#)

Personnel Today

The government office has agreed a deal with recruitment company Randstad to recruit interviewers to increase the reliability of its data. The LFS has ...

### [Keep Britain Working review gets under way, with major reforms due this spring](#)

Personnel Today

Ministers have launched a review into how employers can be supported to keep people with disabilities and health conditions in the workplace.

### [Iceland Foods considers jobs for low-risk criminals - Personnel Today](#)

Personnel Today

HR roles in retail and wholesale on Personnel Today · [HR Generalist - Frankfurt. Oakleaf Partnership. Frankfurt, Germany; £69059.40 - £77691.82 per ...](#)

### [National talent development strategy launched | College of Policing](#)

College of Policing

We're working with forces to find the most talented leaders and supporting them through the police leadership programme.

## [Get Baked owner offers lifeline to hospitality staff after sudden closure of Almost Famous](#)

The Manc

Leeds' dessert stars Get Baked are offering help to Manchester hospitality ahead of their NQ site opening and after Almost Famous closed.

## [TrustFord opens applications for 2025 apprenticeship programme - Motor Trader](#)

Motor Trader

Applicants can contact the TrustFord recruitment team by emailing [recruitment@trustfordjobs.co.uk](mailto:recruitment@trustfordjobs.co.uk). Many apprentices are offered a full-time job at ...

## [Amey announces first 2025 Journey to Work event in Manchester | RailBusinessDaily](#)

Rail Business Daily

railbusinessdaily.com is one of the leading UK rail news platforms. Rail Business Daily lets you decide what rail news you want to publish and when.

## [Employment prospects for neurodiverse people set to be boosted with launch of new expert panel](#)

GOV.UK

This panel follows the launch of the Keep Britain Working review, led by Sir Charlie Mayfield, to explore how businesses and government can ...

## [Successful Mums: the south London academy supporting 10000 parents back to work](#)

Southwark News

Successful Mums offers a number of fully funded and accredited training courses, available online and in-person, and designed to be flexible around ...

## [Councils issue warning over removal of 'fire and rehire' without replacement mechanism for ...](#)

Local Government Lawyer

... England and Wales. Nov 14, 2024. Council as pensions administrating ... Employment Rights Bill, which includes sweeping reforms to employment law.

## [Simplifying the onboarding process for new starters: communication resources - GOV.UK](#)

GOV.UK

Supporting materials for employers, explaining what information they need to speed up the onboarding process and get their new starters on the ...

## [Aldi to offer 1,600 jobs in new stores - Personnel Today](#)

Personnel Today

Supermarket chain Aldi has announced the creation of 1600 new jobs this year as it opens more stores in the UK.

## [Google to scrap DEI goals in US - Personnel Today](#)

Personnel Today

"In 2020, we set aspirational hiring goals and focused on growing our offices outside California and New York to improve representation," Cicconi ...

## [Fast-track armed forces recruitment launched to boost UK cyber defence - Wired-Gov](#)

Wired-Gov

Armed forces recruits will be fast-tracked into specialist roles to tackle the growing cyber threat to the UK via a new recruitment scheme.

## **PEOPLE MANAGEMENT**

### [CMA begins redundancy programme after overshooting budget - City AM](#)

City AM

... redundancy programme in December after overspending its budget, a person familiar with the matter said. In a call with staff in December, chief ...

### [PrettyLittleThing to axe jobs at Manchester HQ - Retail Gazette](#)

Retail Gazette

A spokesperson for Boohoo Group told the title: "As a business, Boohoo Group remains focused on ensuring that it is well-placed to potentialise the ...

### [University of Kent, which has campuses in Canterbury and Medway, to make more ... - MSN](#)

MSN

University of Kent, which has campuses in Canterbury and Medway, to make more redundancies as part of cost saving measures. Story by smcpolin ...

### [Avant Homes starts redundancy consultation | Construction Enquirer News](#)

Construction Enquirer

Regional house builder Avant Homes is planning a round of redundancies at its Central region. The Enquirer understands that job loss consultations ...

### [More than 1000 jobs saved in Harland & Wolff buyout - Personnel Today](#)

Personnel Today

According to the shipbuilder, all affected staff have transferred to Navantia UK with their current terms and conditions preserved. The deal, which ...

### [Hundreds of jobs at risk at Durham University in bid to cut costs by £20m - Yahoo News UK](#)

Yahoo News UK

A £10m reduction is also proposed for the following academic year, which would include a £5m reduction in academic staff costs and £5m in non-academic ...

### [400 jobs at risk at Cardiff University as institution looks to cut staff | ITV News Wales](#)

ITVX

Cardiff University is the UK's 16th largest higher education institution which has a population of almost 33,000 students. Speaking to ITV Wales, the ...

### [Over 100 WH Smith travel store managers are made redundant - MSN](#)

MSN

... UK that they were at risk of redundancy at the end of November. ... Escape and unwind with Early 2025 Deals. Ad. 31 mistakes bad bosses make that annoy ...

### [Lloyds and Tesco announce redundancies - Personnel Today](#)

Personnel Today

Lloyds Banking Group and Tesco have become the latest employers to announce a round of redundancies in a bid to create savings.

### [LTC releases guide to embracing neurodiversity in hospitality](#)

Foodservice Equipment Journal

By investing time in tailoring roles, offering flexible work patterns ... ITP MEDIA (UK) LTD. All Rights Reserved

### [Dorset Council: Hundreds of jobs at risk as wage bill cut - BBC News](#)

BBC

Unison says hundreds of Dorset Council jobs will be lost, many from lower pay grades ... Farmers in bird flu 'panic' call for UK vaccine plan. 8.

### [English Heritage to cut 189 jobs and reduce opening hours - Cambridge News](#)

Cambridge News

UK & World News · News. English Heritage to cut 189 jobs and reduce opening hours. The plans have been criticised by unions. cambridgenews. Bookmark.

## [New Acas advice on neurodiversity in the workplace - FMJ](#)

FMJ

A reasonable adjustment is a change that an employer makes to remove or reduce a disadvantage related to someone's disability. Acas Head of Inclusive ...

## [Plan to lay off 95 staff at mapping service Ordnance Survey 'makes no sense'](#)

Yahoo Finance

A union has criticised plans to make almost 100 redundancies at mapping service Ordnance Survey. Prospect said laying off 95 skilled staff was ...

## [Staff 'worried sick' as more than 100 Derby jobs imperilled by Sky's planned India move](#)

Yahoo News UK

... redundancies are to be made. The devastated staff member, who did not want to be named, added: "It has left a load of people worried sick. I ...

## [Newcastle University staff 'shocked' by plans for Indian campus amid £30m in cuts and ...](#)

Yahoo News UK

However, the University has been unable to rule out the possibility of compulsory redundancies. Prof Matt Perry, chair of Newcastle University's ...

## [THG Ingenuity to make 90 redundancies amid Manchester move - Business Cloud](#)

Business Cloud

Privately owned tech company reviews its organisational structure the following recent demerger from THG plc

## [RNIB consults on potential staff cuts as it attempts to save £10m - Civil Society](#)

Civil Society

"We're consulting with staff, listening to their feedback and exploring ... Fadi Itani: Should UK charities have the right to a bank account?

## [STARK UK announces partnership to tackle exploitation in construction - BDC Magazine](#)

BDC Magazine

... Labour Abuse Authority and the Office of the Director of Labour Market Enforcement. Due to its related activities and overlapping workforce, the ...

## [Loughborough University researchers are leading the way in enhancing ethnic diversity and ...](#)

Loughborough University

Dr Steven Bradbury and colleagues from Loughborough University's School of Sport, Exercise and Health Sciences have collaborated with 18 ...

## [Civil servants at sportscotland offered voluntary severance - The Herald](#)

The Herald

Since 2007, the Scottish Government and its agencies have had a commitment to no compulsory redundancies. The agency insisted the staff changes ...

## [Swansea University extends savings programme with more staff cuts expected](#)

Nation.Cymru

... redundancies as part of the ongoing cost-cutting. The higher education sector in Wales and the UK faces financial challenges linked to changes in ...

## [At least 230 more jobs could be cut as council seeks to save more than £100m](#)

The Business Desk

... redundancies. "However, given the size of the budget challenge for 2025/26 the council may find itself in a position where compulsory redundancies ...

## [Coronation Street and Emmerdale staff 'face redundancy' with 75 jobs at risk across both ... - MSN](#)

MSN  
Coronation Street and Emmerdale staff 'face redundancy' with 75 jobs at risk across both shows following ITV budget cuts. Story by Jason Chester and ...

## [Criticism as Queen's University Belfast opens voluntary redundancy scheme days after ... - MSN](#)

MSN  
QUB has said that "there will be no compulsory redundancies as part of the scheme" but added that it is one of "several actions to manage costs in ...

## [More than 400 staff at Scotland's only oil refinery being made redundant - STV News](#)

STV News - STV Player

... workers receiving letters on Wednesday to say they have lost their jobs. ... "The UK Government said 'vote Labour' to save the refinery, that was ...

## [UK and Welsh governments must tackle labour exploitation and access to food, warns ... - Wired-Gov](#)

Wired-Gov

Examples of exploitation cited in the report include illegal recruitment fees, debt bondage, and wage underpayment. While the Employment Rights Bill ...

## [Whitbread confirms 300 job cuts as call centre moves overseas - News - The Caterer](#)

The Caterer

Whitbread's head office, including its guest relations team in Houghton Regis, will remain in the UK. ... employee engagement. The Caterer AI Summit.

## [Civil servants will need to work efficiently or face redundancy under new rules](#)

The Guardian

... Business · Environment · UK politics · Society · Science · Tech · Global development · Obituaries. Pat McFadden, the Cabinet Office minister, looking ...

## [Foster carers permitted to bring whistleblowing and discrimination claims - VWV](#)

VWV

How do whistleblowing and discrimination protections apply to foster carers? Whistleblowing laws protect individuals who report wrongdoing at work, ...

## [Vertu Motors axes jobs, closes showrooms and blames the Chancellor's Budget - London ...](#)

London Loves Business

The Chancellor has been blamed amid her employer's national insurance contributions and the minimum wage rise which will take affect from April.

## **HEALTH AND WELLBEING**

### [Beton by Spacemade pilots office canine crèche to boost staff wellbeing - Employee Benefits](#)

Employee Benefits

The goal was also to aid workplace wellbeing by helping to lift ... Employee Benefits is the UK's leading free-to-access website for HR ...

### [UK has one of widest ill health employment gaps in Europe - Personnel Today](#)

Personnel Today

The UK stands among the worst performers in workplace health for people with long-term ill health or disability, according to new research.

### [First legal settlement for alleged body shaming in ballet - Leigh Day](#)

Leigh Day



Expert Employment Lawyers | London & UK. Expert Employment Lawyers | London & UK overview · Disciplinary and grievance · Discrimination at work ...

## [Improving workers' mental health a regulatory focus for construction sector in 2025](#)

Pinsent Masons

Both the UK government and the UK's workplace health and safety regulator have said they want to help improve workplace mental health.

## [New report shows worsening mental health of screen-sector workers](#)

The Knowledge Online

Looking Glass Survey report from The Film and TV Charity shows worsening mental health among screen-sector workers.

## [Private Sector Midlife MOT Pilots qualitative research interim findings: technical report](#)

GOV.UK

There has been a significant growth of self-employment in the UK labour ... Office for National Statistics (2018). Trends in self-employment in the UK.

## **GENERAL**

### [Proposal for new mandatory human and labour rights and environmental due diligence legislation](#)

Trades Union Congress

New legislation would lead to better regulation of global value chains and promote decent work and respect for workers' rights in the UK and globally.

### [GLMC unveils Global Labour Charter to tackle key workforce challenges | World News](#)

The Phoenix Newspaper UK

It advocates for the creation of a comprehensive labour market data system to track employment trends, skills, wages, and workforce demographics, ...

### [UK's new cyber security Code of Practice to protect AI use - Open Access Government](#)

Open Access Government

Male IT Specialist Holds Laptop and Discusses Work with Female Server Technician. They're · UK boosts science and technology ties with the EU · Data ...

### [CIPD to lead research into responsible AI adoption - Personnel Today](#)

Personnel Today

The CIPD is partnering with Innovate UK's BridgeAI programme to understand the areas of HR, organisation strategy, and people development practice ...

### [LGB Alliance launches Business Forum to 'restore' gay rights - Personnel Today](#)

Personnel Today

It said these initiatives have been particularly damaging for LGB workers who object to gender identity ideology, with many instances of employees ...

## 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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