

Good Employment News



Your weekly update of the key topics making the headlines.

Based around the seven characteristics of the Good Employment Charter

10 FEBRUARY – 14 FEBRUARY 2025

SECURE WORK

[Tribunal rules out-of-hours GP as 'worker' in claim against health board - Pulse Today](#)

Pulse Today

... employment tribunal which 'can be time consuming'. 'Hopefully future ... United Kingdom. Reg. No. 2147432. Cogora.

FLEXIBLE WORK

[Manchester's First Street Hub reaches completion milestone - GOV.UK](#)

GOV.UK

A new state-of-the-art government office building in Manchester's city centre has hit a key stage in its construction ... Business and Trade (DBT), the ...

[MPs table amendment for new four-day week body - Personnel Today](#)

Personnel Today

... UK could transition away from a five-day working week. Dowd said ... Last month it emerged that 200 UK companies, with more than 5,000 employees ...

[JP Morgan faces desk shortages after office return mandate - Personnel Today](#)

Personnel Today

Previously, JP Morgan permitted most employees to work remotely two days a week, while managing directors were required to be present at work full- ...

PAY

[Lidl invests in market-leading pay rises for 28,000 UK workers - Retail Gazette](#)

Retail Gazette

... great place to shop but also a great place to work and grow a career." Last week, Lidl revealed it is preparing to launch nine new stores this ...

[M&S boss backs call to phase in employers' NIC increase - Personnel Today](#)

Personnel Today

HR Business Partner. Ashley Kate HR. Wembley, England; Up to £50000 per month + 3000. HR Business Partner | London | Hybrid | £50K + Bonus | North ...

[The Ivors Academy calls for industry action to pay music creators fairly.](#)

The Ivors Academy

At The Ivors last year, RAYE called on labels to allocate songwriters a share of master recording revenues and a minimum daily allowance to cover

[The IN Group rolls out childcare support for staff | Article - Employee Benefits](#)

Employee Benefits

... employee wellbeing, boosts retention, and drives long-term success. ... Jägermeister UK and Lewis Silkin among UK's most loved workplaces in 2024.

[ScottishPower apprentices to benefit from 21% wage boost - Scottish Construction Now](#)

Scottish Construction Now

It's part of a larger campaign to recruit around 130 more apprentices in 2025 across the UK, as the energy company looks to expand its workforce from ...

[Zurich UK publishes social mobility pay data - Personnel Today](#)

Personnel Today

In addition to mentors, Zurich UK has introduced a programme to support career progression and remove barriers to those from lower socio-economic ...

[Barclays doubles CEO pay and awards shares to 90,000 staff - Personnel Today](#)

Personnel Today

The CEO's compensation package was 182 times larger than the £57,854 median pay for Barclays UK employees, compared with 82 times the median pay the ...

ENGAGEMENT AND VOICE

[DWP could face further security staff strikes - Civil Service World](#)

Civil Service World

... Living Wage, the legal minimum for employees aged 21 or over. However ... The union is pushing for a minimum of £15 an hour, plus additional pay for ...

[Heathrow BA cleaners to strike over low wages as airport unveils huge expansion](#)

Yahoo News UK

OCS is accredited by the Living Wage Foundation and pays its directly employed staff £13.85 an hour in London but many of its 50,000 employees are not ...

[Strathclyde University workers back strike action over pension fund dispute | STV News](#)

STV News

Employees represented by Unite include facilities workers such as technicians, cleaners and security

[Bradford City of Culture signs pay and conditions agreement with unions | Central Fife Times](#)

Central Fife Times

Church of England 'broken', lead safeguarding bishop says after abuse scandal · 22 food businesses in West and Central Fife that passed hygiene test ...

[Elizabeth line train drivers vote to strike from 27 February - Personnel Today](#)

Personnel Today

Mike Bagshaw, managing director for MTR Elizabeth line, said the 4.5% offer "would have maintained some of the highest salaries in the industry ...

RECRUITMENT

[BT launches search for 650 apprentices and graduates | TheBusinessDesk.com](#)

The Business Desk

BT Group has announced plans to recruit 651 apprentices and graduates for its September 2025 intake. The company is set to recruit 633 apprentices ...

[Accenture scraps DEI goals globally - Personnel Today](#)

Personnel Today

Accenture UK's website currently states: "We are committed to helping all our people thrive, which includes advancing inclusion and diversity for all ...

[All The Major Companies And Orgs Dumping Their DEI Programs \(Full List\) - Forbes](#)

Forbes

Topline. Companies including GM, Pepsi and Amazon have removed some—or all—references to diversity, equity and inclusion from annual reports, marking ...

[One of a kind environmental partnership is seeking paid trainees across Wales](#)

Nation.Cymru

Traineeships with the team all offer payment within the real living wage hourly rate, training in habitat recognition and species identification ...

[Be Inclusive Hospitality Releases Fifth Industry Report - Bar Magazine](#)

Bar Magazine

New Report Highlights Barriers to Career Progression ... employees across the UK, representing a diverse range of backgrounds and career levels.

[KPMG and REC, UK Report on Jobs](#)

KPMG International

The report is compiled by S&P Global from responses to questionnaires sent to a panel of around 400 UK recruitment and employment consultancies.

[Report highlights significant economic and social benefits of Social Bite's Jobs First programme](#)

Scottish Housing News

... Health at the University of Edinburgh has revealed Social ... employee gaining employment, which is 2.9 times higher than the cost per employee.

[Jobcentre vans to visit football clubs and retail parks to drive down unemployment](#)

The Independent

The Greater Manchester town is one of several areas with higher than ... Employment minister Alison McGovern said the Government wanted to "see everyone ...

[What works to attract and retain people into R&D careers - GOV.UK](#)

GOV.UK

The Behavioural Insights Team (BIT) is a global social purpose company that generates and applies behavioural insights to inform policy, improve ...

[10,000 more apprentices as Government slashes red tape to boost growth - GOV.UK](#)

GOV.UK

Phil Smith CBE said: I know from my time in industry how valuable direct engagement from employers can be in shaping government policy. We need a ...

[Deloitte UK signals splits with US over diversity and inclusion commitments - MSN](#)

MSN

The boss of Deloitte UK has signalled a split with the accounting giant's US arm by reaffirming its diversity, equity and inclusion targets ...

[Top Employers Flock to Festival of Engineering & Construction - Lancashire Evening Post](#)

Lancashire Evening Post

... work opportunities within the sectors. Engineering employers such as Sellafield Ltd, Electricity North West, MBDA and Severfield were on hand to ...

[Tesco pledges 1,500 apprenticeship places by 2027 - Personnel Today](#)

Personnel Today

Flexible working · Legal timetable · Maternity & paternity · Shared parental ... work of Richard Pennycook as interim chair of Skills England to ...

[British Gas seeking to recruit 400 apprentices | Insider Media](#)

Insider Media

... UK's net zero ambitions. "Our apprenticeship programmes are a brilliant opportunity for anyone who is interested in pursuing a career, whether ...

[New investment in Royal Navy fleet communications to boost jobs | Ministry of Defence](#)

Wired-gov.net

250 million upgrade to naval communications will support more than 100 high-skilled UK jobs, delivering on the Government's Plan for Change.

[Renewable training provider launches mass recruitment drive](#)

Heating & Ventilating Review

The role offers a competitive salary and opportunities for career progression, with positions based throughout the UK. 12 February 2025. Printable ...

[The Gym Group collaborates with CIMSPA to launch an academy](#)

Health Club Management

Everyone Active is supporting the health and wellbeing of its staff through the integration of ... The Bannatyne Group is the latest UK health ...

[Support for workers to benefit from thousands of clean power jobs - Business Wales](#)

Business Wales

Workers across the UK will be supported with UK government-backed training programmes so they can benefit from thousands of new job opportunities in ...

[The legal issues to consider when amending or withdrawing from diversity initiatives](#)

Linklaters

Currently, we are seeing a spectrum of different approaches and positions being taken by UK ... management and governance framework and are ...

[Funding approved for Connect to Work programme in Warwickshire](#)

Warwickshire County Council

The programme aims to support 700 people per year with supported employment services with 50% of those expected to then move onto sustainable ...

[Research-backed Initiative To Create Jobs, Build Skills And Boost Innovation | Business Manchester](#)

Business Manchester

Research and innovation in advanced manufacturing and the development of sustainable materials in Greater Manchester will be accelerated through a ...

PEOPLE MANAGEMENT

[County council cost-cutting review sees 80 staff made redundant - MSN](#)

MSN
But now councillors have been told that the number of redundancies is expected to be fewer than 100. Overall the council employs around 8,000 ...

[Police to cut 150 posts as part of budget plans | Shropshire Star](#)

Shropshire Star
UK News · Features · Nostalgia · Property · Environment · Transport · Farming ... hours service. County GPs' surgery backs calls for Shropdoc to ...

[Workday Announces 1,750 Layoffs As It Focuses on AI - MSN](#)

MSN
HR software platform Workday is laying off 1,750 employees, or 8.5% of its workforce, it has been announced. According to a memo circulated on ...

[Orange unanimously signs an agreement on Employment and Career Path Planning](#)

Yahoo Finance
Each employee has control over his or her career path and has the ... UK State Pension age until they are 71. The Northern Echo • 12 hours ago ...

[Portmeirion makes more redundancies in fresh blow to ailing pottery industry - MSN](#)

MSN
Pottery giant Portmeirion is axing more staff. A consultation period is reportedly underway ahead of the latest job cuts at the Stoke factory.

[Edge Hill University asks staff to reduce hours or take severance as it tries to make £10m savings](#)

MSN
Fewer international students has also increased competition between UK universities at a time when fewer people are choosing to go to university.

[Government urged to stop exploitation of migrant care staff - Personnel Today](#)

Personnel Today
Some workers are effectively being employed as indentured labour. This is not only immoral but also illegal. They've come to the UK in the expectation ...

[Meta lays off staff over performance, adding to its "cut-throat" culture - Startups](#)

Startups
The benefits were still amazing, but the culture was very 'you are lucky to have these perks ... But with more layoffs expected this year in the UK ...

[Jim Ratcliffe plans 200 more redundancies at Manchester United - The Guardian](#)

The Guardian
Sir Jim Ratcliffe will make another 200 redundancies at Manchester United, part of a bid to counteract the club's £300m loss over the past three ...

[Global law firm limits employees' AI usage - Personnel Today](#)

Personnel Today
HR Consultant. Oakleaf Partnership. City of London, England; £90000 - £100000 per annum. HR Consultant3-months with the view to extendUp to ...

[Jobs at risk as Union Electric Steel UK enters consultation period for Gateshead site closure](#)

Insider Media
The UK arm - which employs 180 people - is facing a number of ... Will Garrett, managing director at Union Electric Steel UK Limited, said ...

[Building to publish its Good Employer Guide 2025 next month | News](#)

building.co.uk

Why companies are getting involved in Good Employer Guide Live · Patricia Moore, UK managing director, Turner & Townsend · David Cresswell, managing ...

[Dismissing employees over religious beliefs is unlawful, Court of Appeal rules](#)

The Independent

NewsUKCrime. Dismissing employees over religious beliefs is ... An employment tribunal found in 2020 that while Mrs Higgs' religion was ...

[New strategy announced to improve retention of people working in racing | The Herald](#)

The Herald

... employment standards and flexible working patterns to meet the evolving expectations of a modern workforce". The final two elements are inclusion ...

[New leadership for the merged entity of Vodafone UK & Three UK](#)

Vodafone

Max Taylor, CEO Vodafone UK, and CEO of the future merged entity, has appointed the following people to lead the new company.

[Bedford Schools in the UK launch Peer Review Network for school improvement](#)

EdTech Innovation Hub

Nine primary schools in Bedford, UK, have launched a peer review network to enhance school leadership, collaboration, and education quality.

[More migrant workers seek help over UK farm exploitation claims - BBC News](#)

BBC

The number of foreign workers seeking help over claims of exploitation, bullying, underpayment and poor living conditions on UK farms ...

[Wood Group extends cost-cutting drive and cancels employee bonuses - Shropshire Star](#)

Shropshire Star

The company, which has more than 6000 staff in the UK, declined to comment on whether the savings plan would include job cuts.

[Sophos Lays off Staff After Secureworks Acquisition - SC Media UK](#)

SC Media UK

Related content · Apprenticeships: Solution to Skills Shortage, or Working Hard on Minimum Wage? · Unimicron Purportedly Subjected to Ransomware Attack ...

HEALTH AND WELLBEING

[HSE new guidance to protect against hospital nitrous oxide exposure - Personnel Today](#)

Personnel Today

... occupational health teams working within the NHS. Pregnancy safety. EHRC updates pregnancy and maternity protections guidance · Investigation exposes ...

[IPA publishes guide to mental health at work | News | Research Live](#)

Research Live

UK – Physical wellbeing initiatives, inclusive workplace policies and flexible working and leave are among the core principles for supporting employee ...

[Employees able to get weight loss jobs through work for first time - Personnel Today](#)

Personnel Today

Employees are set to be able to get access to weight loss jobs through their workplace health, under a plan announced by health insurer Vitality.

GENERAL

[Our leading academics present impactful research at the Fairness at Work conference in Manchester.](#)

University of Sheffield

The Fairness at Work Conference was hosted by the Work and Equalities Institute at Alliance Manchester Business School.

[CIPD appoints Chloe Smith as president - Personnel Today](#)

Personnel Today

Smith's extensive background in management consulting and her tenure ... Recognised as the UK's most influential person in technology in 2023 ...

[Government sets out plans for 'e-invoicing' overhaul to cut paperwork - GOV.UK](#)

GOV.UK

Proposals expected to save businesses time and money and speed up payments, creating the conditions to grow the economy, part of the Prime Minister's ...

[Thousands of small businesses to benefit from new government buying rules, boosting local ...](#)

GOV.UK

... UK as government delivers on its Plan for Change. Alongside measures ... Alongside measures for small business, companies that win public sector ...

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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