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## Employment E-Brief 9

### GOVERNMENT ANNOUNCES REVIEW OF EMPLOYMENT RELATIONS ACT 1999

The Government has announced the commencement of a review of the Employment Relations Act 1999. The review will cover the operation of the statutory union recognition and de-recognition procedures laid out in the 1999 Act. It will also look at the operation of other provisions which are likely to include:

- ▶ discrimination on grounds of trade union membership and activities
- ▶ prohibition of blacklists made on the grounds of trade union membership
- ▶ aspects of industrial action law
- ▶ dismissal of striking workers
- ▶ the right to be accompanied
- ▶ detriment and dismissal imposed on individuals in relation to collective agreements and bargaining
- ▶ unpaid time off for urgent family reasons
- ▶ compensatory awards for unfair dismissal

The review will be carried out by the DTI through public consultation and will be timetabled in such a way as to enable any legislative recommendations to be introduced within the lifetime of this Parliament.

While the exact scope of the review is as yet unknown, it is clear that the next few years could see a further expansion of employment rights for employees and workers.

*This update is for guidance purposes only and should not be regarded as a substitute for taking specific legal advice from your usual Metcalfes' contact.*

