



Department for
Business & Trade

The Plan to Make Work Pay

gov.uk/makeworkpay

Vision and objectives

Growth

Productivity

Fairness

Equality

“The plan will help more people to stay in work, improve job security and boost living standards. Once implemented, the plan will represent the biggest upgrade of workers’ rights in a generation.”



- **Strengthening labour market foundations** to support economic growth across the country.
- Improving **health, wellbeing and voice at work** to help to increase productivity.
- Improving Britain’s **work, wages, prosperity, security, dignity, and living standards for all**.
- Enhancing **equality of opportunity, treatment, and outcomes for all** in the workplace

The Employment Rights Bill

- Address **one-sided flexibility** ensuring that jobs provide a baseline of security for workers.
- Support **family friendly rights** by improving flexibility and security
- Prioritise **fairness, equality and wellbeing of workers**.
- Ensure **workers get fair pay** for a fair day's work.
- Modernise **trade union** legislation giving trade unions greater freedom to organise, represent and negotiate on behalf of their workers.
- Improve **enforcement** of employment rights by establishing the **Fair Work Agency** to bring together existing state enforcement functions.
- As is typical with employment legislation, further detail on many of the policies in the Bill will be provided through regulations after Royal Assent. We will consult extensively on implementation and anticipate this meaning **the majority of reforms will take effect no earlier than 2026**.

“pro-growth, pro-business
and pro-worker”



Delivering the Plan to Make Work Pay

- Delivery of the plan to Make Work Pay will be approached in phases. More detail can be found in our *Implementation Roadmap* publication.
- Throughout all the phases Government is conducting tripartite engagement with businesses and unions.

Primary legislation

- The **Employment Rights Bill** was introduced 10 October 2024. Royal Assent expected later in 2025.
- Package of **initial 12-week consultations** on policy detail launched Oct 2024.
- Government has committed to publishing a **draft Equality Bill** this session.

Consultation & implementation

- Some parts of Make Work Pay can be delivered through **existing powers**. We will **consult** on the use of these powers.
- We **consult on the detail of implementation** of Bill measures to begin a programme of secondary legislation upon Royal Assent.
- The majority of Bill reforms will take effect **no earlier than 2026**.



Phasing consultation

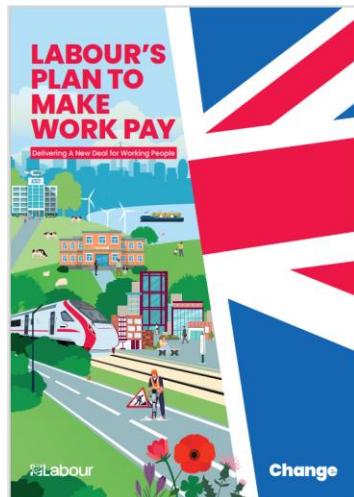
- We are **consulting** on key reforms from **Summer 2025** to ensure they **work in practice**.
- Our aim is to **sequence consultations** to enable **meaningful engagement**.
- Consultations will include **opportunities for direct engagement** with Government.
- The **expert insights and feedback** gained so far have helped **shape the reforms**, and we'll continue to **engage extensively** before measures come into force.



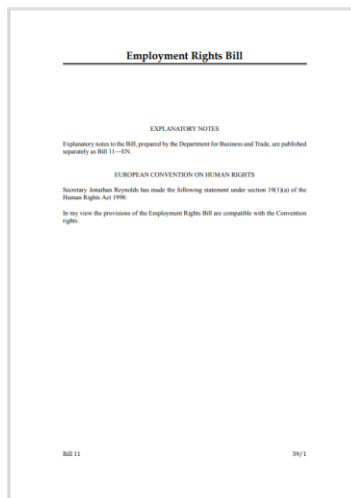
Phasing commencement

- **Policy measures** will take effect in **phases**.
- Most regulations will commence on **common commencement dates: 6th April and 1st October**.
- The Roadmap outlines **phases of delivery**: following **Royal Assent**, in **April 2026, October 2026**, and **2027**.
- Government will provide **more detail** on policies and **timelines** following consultation.
- This is the **right thing to do** for both **employers and workers**. We're ensuring a **proper readiness period** so stakeholders can prepare for the reforms while ensuring we deliver **tangible, and much needed, benefits to working people at pace**.

Links to Make Work Pay



[Labour's Plan to Make Work Pay](#)



[Bill Legislation](#)



[Next Steps to Make Work Pay](#)



[Impact Assessments](#)



[Factsheets](#)



[Implementation Roadmap](#)

For more information, requests for engagement or to answer any questions, please contact micky.gibbard@businessandtrade.gov.uk, Francesca.martin@businessandtrade.gov.uk, or er.engagement@businessandtrade.gov.uk

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