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Make provision to ensure that the terms and conditions of employment offered by employers do not put workers who are permanently domiciled in the United Kingdom at a disadvantage through offering any bonus or payment in kind; and for connected purposes.

BE IT ENACTED by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1 Employee accommodation

- (1) An employer who offers an employee residential accommodation as part of his or her employment conditions shall also offer that employee the alternative of receiving additional payment adequate to pay for bed and breakfast accommodation in that area on a prescribed scale for the region in which the employment is based. 5
- (2) The Secretary of State shall be responsible for publishing and annually updating the prescribed scale under subsection (1).
- (3) The additional payment specified in subsection (1)—
 - (a) shall be made to all workers, whether or not they are regarded as non-domiciled workers; and 10
 - (b) shall not be taken into consideration in assessing whether the basic pay is at or above the national minimum wage.
- (4) The residential accommodation referred to in subsection (1) shall not include accommodation which is deemed to be a necessary requirement of the employment which is to be fulfilled. 15

2 Secretary of State powers

- (1) The Secretary of State shall by order, introduce a scale of fines and punishment to be applied to employers who fail to abide by the provisions of this Act; and to employees who provide incorrect or inaccurate information in regard to section 1. 20

- (2) The Secretary of State may, by order, introduce other legislative provision aimed at securing the objectives of this Act.
- (3) Any order introduced under subsection (2) shall only be presented to Parliament after consultation with interested parties which shall include the Trade Union Congress, the Confederation of British Industry, the Federation of Small Businesses and the Equalities Commission. 5
- (4) Any order introduced by this section shall be subject to the affirmative order procedure in both Houses of Parliament and by the National Assembly for Wales and by the Scottish Parliament in regard to its implementation in those two countries. 10
- (5) The Secretary of State shall report to Parliament on an annual basis on the workings of this Act.

3 Devolved powers

The provisions of this Act may be amended or annulled by the National Assembly for Wales in regard to its enforcement or implementation in Wales; or by the Scottish Parliament with regard to its enforcement or implementation in Scotland; and for those purposes, the powers of the Secretary of State shall be exercised by a Welsh Minister or a Scottish Minister respectively. 15

4 Extent, commencement and short title

- (1) This Act shall apply to Great Britain and may be extended to Northern Ireland by Order, subject to the approval of both Houses of Parliament and by the Northern Ireland Assembly. 20
- (2) This section shall come into force on the day on which this Act is passed.
- (3) The other provisions of this Act shall come into force three months after it is passed. 25
- (4) This Act may be cited as the Employment Practices Act 2014.

Employment Practices Bill [HL]

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Lord Wigley

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