



**Minister for Employment Rights**

Old Admiralty Building  
Admiralty Place  
London  
SW1A 2DY

29 April 2026

Dear Minister Dearden,

**TRIPARTITE DIALOGUE DURING THE IMPLEMENTATION OF THE ERA**

On behalf of businesses in the UK, we wanted to express how important we believe that tripartite conversations are to implementing the Employment Rights Act in a way that supports employment & growth.

Last year your leadership achieved what had previously been out of reach, a dialogue around changes to Unfair Dismissal that meant all sides were able to agree on a practical way forward. Taking a similar approach to the important issue of trade union access would have helped to find a better balance between the interests of unions and the concerns of businesses, so we are disappointed at the absence of tripartite conversations during that consultation. We believe the lack of structured dialogue on right of access has resulted in an outcome which fails to address businesses' fundamental concerns over significant disruption from increased access rights, and does not move us towards a constructive approach to industrial relations.

There are a number of measures from the Act where detail is yet to be decided, and which will have far-reaching consequences for businesses' ability to create jobs and contribute to economic growth. In order for employers to recruit, retain and develop the skilled workers they need to grow, it is crucial that the detailed policy on these measures is made in collaboration with businesses.

We therefore ask that meetings be scheduled to enable proper tripartite discussion on the subject of trade union access to ensure these changes properly account for business views. We also reiterate our desire for future meetings to discuss other critical parts of the Act such as the new rules around the right to guaranteed hours. This will ensure that the views of UK businesses are fully considered alongside those of trade unions and the government. We remain keen to engage constructively and would welcome the opportunity to address these matters with you in the near term, to support the design of secondary legislation that is in keeping with the Prime Minister's statement on being a "pro-business, pro-worker government".

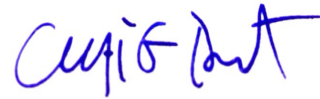
Yours sincerely,



**Kate Shoemith**  
*Director of Policy*  
British Chambers of  
Commerce



**Matthew Percival**  
*Director, Future of Work and  
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Confederation of British  
Industry



**Craig Beaumont**  
*Executive Director*  
Federation of Small Business



**Verity Davidge**  
*Director of Policy and  
Public Affairs*  
Make UK



**Jonathan Geldart**  
*Director General*  
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**Neil Carberry**  
*Chief Executive*  
Recruitment & Employment  
Confederation



**Peter Cheese**  
*Chief Executive*  
Chartered Institute of  
Personnel and Development