

Rt Hon Kemi Badenoch MP
Department for Business for Business and Trade
Old Admiralty Building
Admiralty Place
London
SW1A 2DY

12 May 2023

Dear Secretary of State,

Retained EU Law (Revocation and Reform) Bill amendment

As the voice of the recruitment industry, the [Recruitment & Employment Confederation](#) wanted to offer our support regarding yesterday's announcement on 'Smarter regulation to grow the economy'. The clarity over the timeline for REUL that this brings to employers and workers alike is crucial and as you rightly state, the government now needs to work with business to introduce new UK specific legislation that balances regulation with the ability for businesses to grow. A vital component of this growth relates to employment strategies.

On any given day, REC members place over 1 million temporary agency workers, contractors and freelancers out on assignment with UK businesses up and down the country. In normal times, they source 1 million people for new permanent jobs created by industry across all sectors. And the UK recruitment industry directly employs over 200,000 people in the UK. Our contribution to national GDP makes the UK recruitment industry larger than the legal and accountancy professions. Regulation around how people are employed and successive case law judgements relating to that regulation, have had a profound and direct impact on how we place people into work in a timely and consistent way. Given the recruitment industry's unique position in the UK economy and our understanding of the practical realities of using employment law, we stand ready to offer insight into the UK labour market, identifying where bureaucracy can be cut, and where good regulation can promote growth.

As a first step, it was good to see that Working Time is in focus for the government. Introduced in 1998, WTR came into being in a vastly different labour market and successive case law judgements have sometimes impeded our ability in industry to navigate and translate the regulations into workable practice. Rolled up holiday pay is just one area where we need clarity – and we made specific reference to this in our recent submission to government's consultation on Calculating holiday entitlement for part-year and irregular hours workers following Harpur Trust vs Brazel. Likewise, any changes to the regulation here needs to sit alongside guidance that ensures individuals continue to take rest breaks, and that they are encouraged to take suitable annual leave.

The REC is very keen to engage with government to help make the regulatory transitions required as smooth as possible. If you look at our sector: Agency Worker Regulations, Posting of Workers, TUPE, Working Time (to name but a few) are just some examples of the EU-derived legislation that impacts day-to-day business operations in our field. We want to avoid unnecessary disruption in the market and allow for growth through sensible and well-planned deregulation of EU law. Using our industry insight and expertise, we can support you to make sure this is the case. We would be happy to arrange a meeting with your officials to discuss the

detail behind this at your earliest convenience. Ellie Goddard (ellie.goddard@rec.uk.com) in my office would be happy to help arrange this meeting. We look forward to engaging with you further on this topic.

Yours sincerely,



Kate Shoesmith
Deputy CEO