



The Rt Hon Peter Kyle MP
Secretary of State for Business and Trade
Department for Business and Trade
Old Admiralty Building
Admiralty Place
London, SW1A 2DY

24th February 2026

Dear Secretary of State,

Re: Employment Rights Act 2025

I am writing on behalf of Rhondda Cynon Taf County Borough Council to formally express the Council's support for the Employment Rights Act 2025 and the programme of reforms it introduces to strengthen employment protections across the United Kingdom.

The Council notes that the Act represents a significant development in employment law, introducing a wide range of measures intended to improve job security, fairness, and dignity at work. The Council notes that additional reforms relating to workplace equality, sexual harassment protections, and tipping practices are also scheduled to be phased in over the coming years.

These issues are of direct relevance to our residents and communities. Secure and fair employment is central to improving living standards, reducing inequality, and supporting the resilience of local economies. The Council recognises that the reforms will be particularly impactful in sectors such as care, retail, hospitality, and logistics, where insecure contracts and variable working conditions have been longstanding concerns. In Wales, where a significant number of workers are employed on zero-hours contracts, these changes are expected to have meaningful benefits.

Rhondda Cynon Taf County Borough Council has long taken pride in being a fair and responsible employer. Our strong working relationship with recognised trade unions, our status as an accredited Real Living Wage employer, and our successful apprenticeship and graduate programmes all reflect our commitment to high employment standards. We welcome the opportunity to ensure that our own practices continue to align with the spirit and aims of the new legislation.

In line with the resolutions agreed following a Notice of Motion, the Council will now undertake a review of its own employment frameworks and work with the trade unions and other stakeholders to ensure that our employment practices align with those of the Act.

The Council would, however, welcome continued clarity from the Department for Business and Trade on issues such as the implementation timelines and the development of the Fair Work Agency.

Once again, I'd like to take the opportunity to convey the Council's support for the legislation and RCT Council looks forward to continuing engagement as the reforms progress.

Yours Sincerely

A Morgan

Andrew Morgan OBE

Arweinydd y Cyngor ac Aelod o'r Cabinet ar faterion Isadeiledd a Buddsoddi

Leader of the Council and Cabinet Member for Infrastructure and Investment

Cynghorydd y Fwrdeistref Sirol dros Ward Aberpennar

County Borough Councillor for the Mountain Ash Ward

Swyddfa'r Cabinet, 2 Llys Cadwyn, Stryd y Taf, Cabinet Office, 2 Llys Cadwyn, Taff Street, Pontypridd, CF37 4TH

Ebost/Email: Cabinet@rctcbc.gov.uk



MAE EICH DATA O BWYS www.rctcbc.gov.uk/diogeludata
YOUR DATA MATTERS www.rctcbc.gov.uk/dataprotection

