

TOM PURSGLOVE MP
CORBY & EAST NORTHAMPTONSHIRE



HOUSE OF COMMONS

LONDON SW1A 0AA

23rd June 2020

Dear Constance,

RE: CORONAVIRUS - BRITISH AIRWAYS & THE EMPLOYMENT (DISMISSAL & RE-EMPLOYMENT) BILL.

Thank you for your recent correspondence in respect of British Airways and Gavin Newlands MP's *Employment (Dismissal & Re-employment) Bill*; your comments upon which I have read with great interest.

Businesses in the aviation and travel sectors have been significantly affected by the COVID-19 outbreak. I sympathise with anyone who is facing redundancy during the pandemic. Redundancy is never an easy process to go through, and it is important that those who have been made redundant are aware of their rights.

The Transport Committee in the House of Commons has published a report on this matter and I have asked my ministerial colleagues to consider its contents carefully.

I am aware of the Private Members' Bill introduced by Gavin Newlands MP, which seeks to prevent BA and other companies from adopting "fire and re-hire" tactics. Although I appreciate your strength of feeling, the Government does not support the Bill, as ultimately terms and conditions of employment are a matter for employers and employees. Companies should behave responsibly, but there is already recourse for those who feel they have been treated unfairly. If an employee feels they have been dismissed unfairly, they should consider taking their case to an employment tribunal.

I want to reassure you that I have nonetheless spoken to ministerial colleagues to make sure they are aware of the concerns of BA employees. During this difficult time, it is only right that employers should act responsibly and therefore only use the Coronavirus Job Retention Scheme (CJRS) to protect jobs. I understand that the Government is urging employers not to use the CJRS to make someone redundant on less favourable terms than they would otherwise have received.

Throughout this crisis, both the Department for Transport and the Department for Business, Energy & Industrial Strategy have been in open dialogue with UK airlines, including BA. These have been through structured and bilateral discussions, at ministerial and official levels.

Once again, thank you for having taken the time to contact me and if I can ever be of any further assistance to you then please do not hesitate to contact me again.

With best wishes,

TOM PURSGLOVE MP
MEMBER OF PARLIAMENT
CORBY & EAST NORTHAMPTONSHIRE

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