



HOUSE OF COMMONS

LONDON SW1A 0AA

10th July 2020

Dear Constance,

RE: CORONAVIRUS – BRITISH AIRWAYS AND *THE EMPLOYMENT (DISMISSAL AND REEMPLOYMENT) BILL*

Thank you for your recent correspondence in respect of the announcement of redundancies by British Airways (BA); your comments upon which I have read with great interest.

I am aware of a Private Members' Bill (PMB) introduced by Gavin Newlands MP, which seeks to prevent BA and other companies from adopting "fire and re-hire" tactics. Notwithstanding the fact that as a Government Minister I am unable to, in any event, formally endorse PMBs, I want to reassure you that I have nonetheless spoken directly to ministerial colleagues to make sure they are aware of the concerns of BA employees, and the points you have specifically raised.

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

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.

During this difficult time, it is only right that employers should act responsibly and therefore only use the Job Retention Scheme to protect jobs. I understand that the Government is urging employers not to use the Job Retention Scheme 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, but you can be assured that I shall continue to monitor the situation closely.



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*

**TOM PURSGLOVE MP
MEMBER OF PARLIAMENT
CORBY & EAST NORTHAMPTONSHIRE**