

# The Employment Rights Bill Summary



## Timeline

- 10th October 2024  
**Introduction to Parliament**
- 26th November 2024 - 16th January 2025  
**Committee Stage & Early Amendments**
- 4th March 2025  
**Government Response to Consultations**
- 24th June 2025  
**Detailed Scrutiny Concludes at the House of Lords**
- 1st July 2025  
**Government Published Implementation Roadmap**
- 14th July 2025  
**Lords Report Stage Begins**
- Summer 2025  
**Lords Third Reading & Royal Assent Pending**
- Early 2026  
**Initial reforms expected to begin**
- Throughout 2026/7  
**Expected phased rollout of additional changes**

## Summary of Key Proposed Changes

- New day-one unfair dismissal protection
- New day-one parental/paternal/bereavement leave
- New day-one statutory sick pay entitlement
- Optional "lighter-touch" probation periods
- Improved zero-hours/low-hours workers rights
- Umbrella companies regulated as employment businesses

- Improved "Whistle-blower" protection
- Ban Fire-and-Rehire
- Stronger flexible working rights
- "All reasonable steps" harassment protection
- Mandatory gender pay gap action plans

- Setting up a new "Fair Work Agency" (FWA) watchdog
- Better redundancy safeguards
- Closing Maritime redundancy loophole
- Extend tribunal time limits to 6 months

- Repeal of the Strikes (Minimum Service Levels) Act 2023
- Overhaul of strike rules
- Introducing new rights for Union Representatives
- Stronger access to Unions

Checkout our dedicated article for full details and updates as they happen: <https://www.donovantrainingassociates.co.uk/blog/employment-rights-bill-changes>

## Key Action Points for Employers

Many good employers already offer many of the items within the bill, but few already cover all aspects. Therefore, there are a few things which you can do to get ahead of the proposed changes and improve your workplace for your team today.

- Make the right hiring choices
- Audit existing policies and practices
- Update contracts and staff handbooks
- Train managers, people and culture teams
- Adjust pay systems and reporting processes
- Review third-party relationships
- Communicate changes clearly with staff
- Get ahead of enforcement

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## Need Help?

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