

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

<https://www.donovantrainingassociates.co.uk/blog/employment-rights-bill-changes>

Need Help?

At Donovan Training, we offer expert management development training to help transform your team's leadership, problem-solving, time management, and people management skills.

For more information on how we can help your teams flourish, book your **FREE 60-minute discovery session** today **01295 675506**.