



WEBINAR  
**CHANGES TO  
EMPLOYMENT LAW**  
COUNTDOWN  
TO LAUNCH



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# IN THIS WEBINAR...

The Government has confirmed the rollout for the new Employment Rights Bill, with mandatory changes for employers taking effect from April 2026.

- What's changing
- Timeline for the changes
- Impact on employers
- Benefits for businesses
- Preparing for the changes

# WHAT'S CHANGING?

## SOME OF THE KEY CHANGES INCLUDE:

**Day One Rights:** Removing of the qualifying periods for a number of different rights, such as unfair dismissal, sick pay, parental leave.

**Removal of employee/worker distinction:** To create one basic set of rights and protections in areas such as sick pay, holiday pay, parental leave unfair dismissal etc. Removing the less protected worker definition.



# WHAT'S CHANGING?

## Changes to zero-hour contracts:

**Banning zero-hour contracts from becoming one sided toward the business.**

**Providing the right to a regular contract if employees work the same hours for 12 weeks or more.**

**Reasonable notice of shift or working time changes to be mandatory.**



# WHAT'S CHANGING?

**Changes to Sick Pay:** Removing the current waiting period, changing the rate to represent a fair earnings replacement.

**Flexible working:** Making it the default from day one, except where it's not reasonably feasible.

**Ban on "fire and rehire":** Employers may no longer unilaterally terminate and rehire staff on inferior terms, except in truly exceptional circumstances.



# TIMELINE FOR THE CHANGES

## LATE 2025

### Royal Assent:

- Repeal of Strikes (Minimum Service Levels) Act 2023.
- Repeal of most of the Trade Union Act 2016.
- Removal of 10-year ballot renewal requirement for political funds.
- Simplified industrial action ballot notice requirements.
- Protection from dismissal for participating in industrial action.

## FROM APRIL 2026:

- Maximum collective redundancy protective award doubled (90 → 180 days' pay).
- Paternity leave and unpaid parental leave becomes a Day One right
- New whistleblowing protection for sexual harassment disclosures.
- Fair Work Agency established.
- SSP: Removal of lower earnings limit and waiting period – employees will be entitled to sick pay from day one rather than day four.
- Trade union recognition and balloting reforms.

## FROM OCTOBER 2026

- **Fire-and-rehire restrictions**
- **Fair Pay Agreement body for adult social care.**
- **Mandatory notice to employees of their right to join a union.**
- **Employer obligation to prevent third-party harassment and sexual harassment.**
- **New protections for union reps.**
- **Employment tribunal time limit extended to 6 months**
- **Extended detriment protections for industrial action.**

## FROM 2027

- **Mandatory gender pay gap and menopause action plans.**
- **Stronger pregnancy and maternity protections.**
- **Statutory probation period of 9 months and removal of 2-year qualifying period for unfair dismissal.**
- **Regulation of umbrella companies tightened.**
- **Stricter collective redundancy thresholds and new consultation rules.**
- **Requirement to explain rejections of flexible working requests.**
- **Introduction of unpaid bereavement leave (including miscarriage before 24 weeks).**
- **Right for zero-hours/agency workers to request a guaranteed-hours contract.**

# IMPACTS ON EMPLOYERS



## INCREASED COSTS

Projections suggest up to £5 billion annually in employer expenses driven by upfront sick pay, expanded rights, parental or bereavement leave, and tribunal risk.



## INCREASED ADMINISTRATION

Businesses must upgrade their HR policies and workplace processes.



## UNFAIR DISMISSAL CLAIMS FROM DAY ONE

There are concerns that new recruits could more easily bring dismissal claims.



## TRAINING AND MANAGEMENT CHALLENGES

Managers will need upskilling to deal with the changes, which takes time and resources

# BENEFITS FOR BUSINESSES

## IMPROVED STAFF RETENTION

Stronger protections and enhanced rights can boost employee loyalty and reduce staff turnover.

Retaining experienced staff means lower recruitment and onboarding costs for businesses.

## MORE ENGAGED AND PRODUCTIVE WORKFORCE

Providing fairer, clearer entitlements can help improve employee wellbeing.

Happier staff are typically more motivated and productive.

## STRONGER EMPLOYER BRAND

Adopting these reforms can position an employer as a fair, responsible, modern workplace.

This is increasingly valuable in attracting high-quality candidates in a competitive market.

## GOOD MANAGEMENT PRACTICE

Investment in training for managers to improve their skills in performance management, fair treatment and inclusion will benefit long-term business culture.



# PREPARING FOR THE CHANGES

- **Audit your policies and contracts**
- **Strengthen HR practices**
- **Train line managers**
- **Track developments**
- **Prepare for financial impact**



# GET IN TOUCH



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