

Employment Rights Act



28 key reforms HR needs to know

1 Unfair dismissal protection to start after six months	2 Day-one right to statutory sick pay	3 Day-one right to unpaid parental leave	4 Day-one right to bereavement leave	5 Day-one right to paternity leave	6 Strengthened day-one right to flexible working	7 Stronger protection for pregnant women and new parents
8 Expanded collective consultation duties	9 Increased protective award for failure to consult	10 Tribunal time limits extended from three to six months	11 Ban on using dismissal and re-hire to impose worse terms	12 Employers must consult and agree contractual changes	13 Ban on exploitative zero-hours contracts	14 Right to guaranteed hours
15 Notice for rotas and compensation for cancelled shifts	16 Protections extended to agency, care and maritime workers	17 Legal duty to prevent workplace sexual harassment	18 Employers with 250+ staff must publish menopause action plans	19 Employers with 250+ staff must publish pay gap action plans	20 NDAs banned in cases of harassment and abuse	21 Ban on pay secrecy clauses extended
22 Regulation of umbrella companies introduced	23 Enhanced rules on fair and transparent tipping	24 Stronger legal protection for striking workers	25 Greater access rights for trade unions	26 Creation of the Fair Work Agency	27 New negotiating bodies for adult social care and school support staff	28 Stronger whistleblowing protections