

Employment Rights Bill Timeline

1st July: Government releases the Employment Rights Bill Roadmap

July - December

- Continued consultation with employers, workers, and trade unions.
- Awareness campaigns begin to inform businesses and workers of upcoming changes.

2025



Understand the New Rights

Review the full scope of the bill, especially:

- Day-one rights (parental leave, paternity leave, unfair dismissal protection)
- Statutory Sick Pay eligibility expansion
- Flexible working and predictable hours requests

2026



Update Employment Contracts and Policies

- Revise contracts to reflect new entitlements.
- Update HR policies to include:
 - Sick pay eligibility
 - Flexible working procedures
 - Handling predictable hours requests



Train Staff and Managers

- Provide training on:
 - New legal obligations
 - Handling employee requests fairly
 - Avoiding discriminatory practices



Review Scheduling and Staffing Models

- Assess how predictable hours and flexible working might affect:
 - Shift planning
 - Seasonal staffing
 - Customer service levels

January - March

- **Fair Work Agency** launches to enforce compliance and support fair employment practices.
- Day-one rights introduced for:
 - Parental leave
 - Paternity leave
 - Statutory sick pay extended to 1.3 million low earners for the first time.

June - December

- Implementation of new protections against unfair dismissal.
- Strengthened rights for gig economy and zero-hours contract workers.
- Enhanced enforcement mechanisms begin rolling out.

Throughout 2027

- Full implementation of all remaining provisions in the Bill.
- Evaluation and review phase begins to assess impact and effectiveness.
- Additional reforms may be introduced based on consultation feedback.

2027



Budget for Additional Costs

- Factor in potential increases in:
 - Sick pay
 - Parental leave coverage
 - HR and legal support



Prepare for Enforcement and Compliance

- Ensure documentation is in order for:
 - Tribunal cases
 - Audits or inspections
- Consider legal or HR consultancy for complex cases



- www.kestrelhr.co.uk
- ACAS
- gov.uk