

Anthony
Collins

Preparing for implementation of the Employment Rights Act 2025



With over 300 pages and multiple complex provisions and commencement dates, we can support your organisation as you prepare for implementing the Employment Rights Act (ERA).

This document outlines key provisions in the ERA, but is not a comprehensive list of all the provisions or areas where we can support your organisation. If there are other aspects of the ERA that you would like advice on, please get in touch to discuss how we can help.

1

Bespoke report and training for your organisation

A comprehensive, bespoke report and training on all aspects of the ERA and its financial and strategic ramifications for your organisation. This report/training will set out the key changes likely to affect your organisation and the sector that you operate in the next two years, and guide you on how to immediately prepare for those changes.

2

April 2026 implementation support

Changes to the Statutory Sick Pay regime

- Amend your contracts to reflect the changes and/or update relevant policies
- Review your sickness absence policies and procedures
- Deliver a short webinar on changes, the direct and indirect impact on sickness absence and how to manage sickness absence effectively and fairly

Paternity Leave and Parental Leave changes

- Amend and update your contracts and policies to reflect new day-one rights

Whistleblowing policy*

- Amend and update your policy
- Deliver a short webinar on whistleblowing, the procedure and statutory protections

Enforcement under the Fair Work Agency

- Deliver a short webinar on the enforcement powers of the FWA and your obligations for compliance with NMW Regulations and the Working Time Regulations. Where are the places that employers are often caught out? What are the new provisions the ERA will introduce? How do you ensure compliance going forward?

3

October 2026 implementation support

Employers to take all reasonable steps to prevent sexual harassment and to protect staff from all third-party harassment*

- Review and update harassment policies and procedures to ensure compliance with EHRC guidance (this can include the whistleblowing policy)
- Review or provide sectorised risk assessments to assist compliance
- Review and update provisions to protect employees from third-party harassment
- Deliver a short webinar outlining the steps employers are required to take to fulfil these duties, using reference to the law and to practical case studies

*The changes to the duty to prevent sexual harassment and whistleblowing are linked and can be addressed together

Access agreements with the unions and duty to inform workers of union rights

The details of these provisions have yet to be published so the options below will be available once the details are available

- Provide statutory wording to be disseminated to staff regarding their union rights and advice on compliance with the duty
- A short report on access agreements; their form, the rights of employers to negotiate the terms and the outcome should those negotiations break down
- Deliver a short webinar on these changes and how they fit in with the wider picture of increased union rights under the ERA 2025

4

January 2027 implementation support

Reduction in the qualification period for unfair dismissal to six months and the removal of the compensation cap

- Review and update contracts to ensure they are ready for these changes
- Review or draft probation review policies
- Deliver a webinar on the practical implications of the changes – those obvious changes and those more subtle and indirect
- Identify training needs for organisations to mitigate the risk of future claims e.g. how to run an effective disciplinary hearing, investigation training etc.

5

April/October 2027 implementation support

Guaranteed Hour Offer Regime, Right to Reasonable Notice of a Shift and compensation for short notice

The details of these provisions have yet to be published so the options below will be available once the details are available

- GHO policy for your organisation, outlining the statutory requirements for staff and contract updates where relevant
- Notice policy for your organisation outlining the statutory requirements for staff and contract updates where relevant
- Details and a practical webinar on these provisions and how they will work in practice. We will look at aspects such as understanding reference periods, calculating the offer to be made and making reasonable notice work in your organisation

Enquire now



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