



UHR Conference 2025

Online 13 - 15 May

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Impact of the Employment Rights Bill for Higher Education

15 May 2025

Your webinar will start shortly



Agenda

1. Introduction and background to the Bill
2. What is included in the Employment Rights Bill
3. Next steps
4. Q&A



Ashley
Norman

Partner

0370 194 5430 | 07795 697356
ashley.norman@bevanbrittan.com



Anne
Palmer

Legal Director

0370 194 8946 | 07917 602216
anne.palmer@bevanbrittan.com



Siobhan
Mulrey

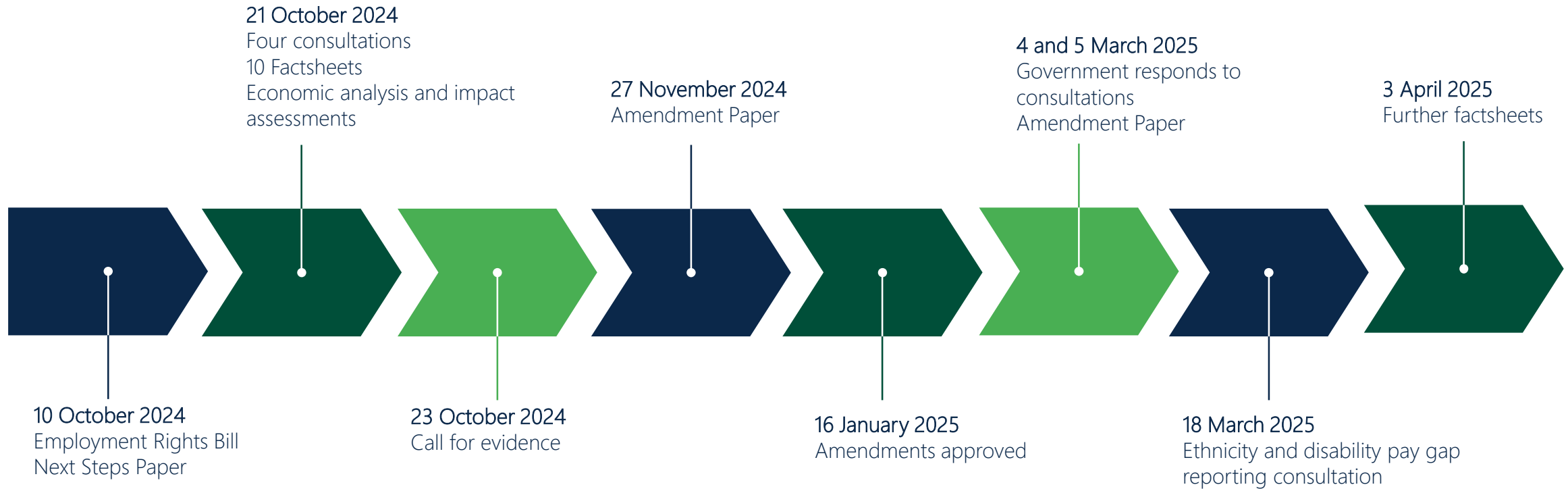
Legal Director

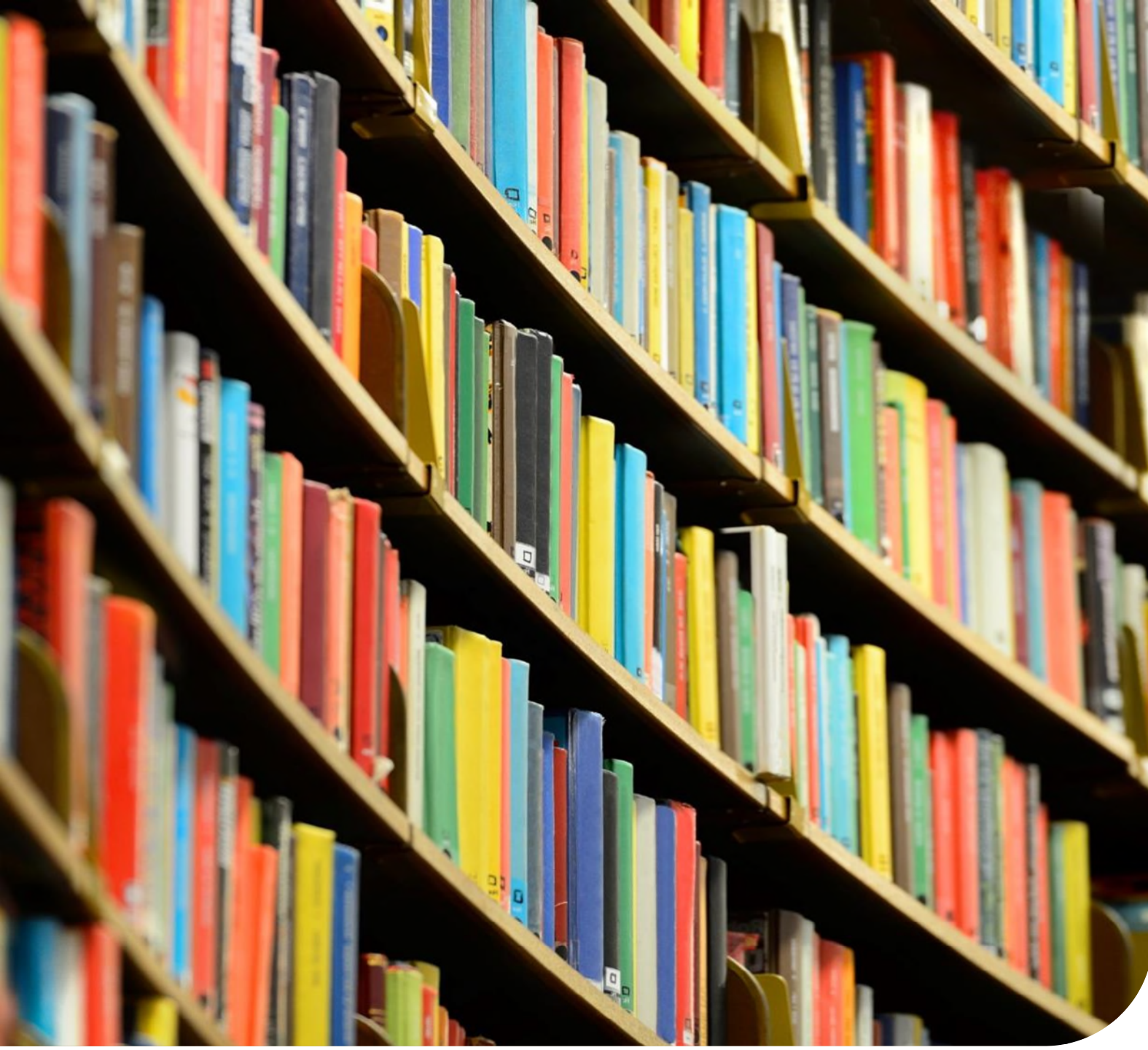
0370 194 5440 | 07825 288750
siobhan.mulrey@bevanbrittan.com



Employment Law Reform

Quick snapshot





The Employment Rights Bill

Unfair Dismissal

- Day-one right
- Initial period of employment
- Contractual probationary periods
- “Light-touch” process
- New compensation regime
- Expected to come into force autumn 2026 (at the earliest)



Statutory sick pay

- Day-one right
- Lower earnings limit to be removed
- 80% of average weekly earnings
- Financial security for employees
- Additional costs to businesses – around £15 per employee



ET time limits

- 6 months
- All claims
- Increased litigation
- Strain on the tribunal system = further delays



Fair Work Agency

- New enforcement agency
- Issues notices and fines
- Enter premises
- Bring ET proceedings
- Provide legal assistance
- Fines and/or imprisonment



Other amendments

- Miscarriage bereavement leave
- Dismissals during and after pregnancy
- Umbrella companies



What happened to the right to switch off?

Good question!

- Not mentioned in the Bill
- Next Steps paper talked of the intention to take it forward
- Reports suggest the Government plan to abandon it



Zero hours contracts (and agency workers)

- Offer guaranteed hours – to reflect regular working pattern
- Reference period – possibly 12 weeks?
- Workers able to reject offers
- Low hours contracts
- Exceptions – short term labour needs
- Employment tribunal claims
- Contracting-out
- Agency workers



Reasonable shift notice

- Reasonable notice – shift patterns and changes/cancellations
- Compensation payments – employer's duty
- Contracting-out
- Agency workers



Collective consultation and fire and re-hire

- July 2024 Code of Practice still in use
- Automatic unfair dismissal
- Limited exception – financial difficulty
- Protective award increase from 90 – 180 days
- Up to 25% uplift
- One establishment or some other threshold
- No interim relief
- Changes to outsourcing of public services and TUPE



Industrial relations – key provisions

- Repeal of existing Trade Union laws
- Creating a modern framework
- Right of access and the Central Arbitration Committee
- Simplify balloting and notice requirements
- Reforms to statutory recognition
- Unfair practices during trade union recognition
- Collective grievances
- Notify workers of their right to join a trade union
- New protections for union reps and members

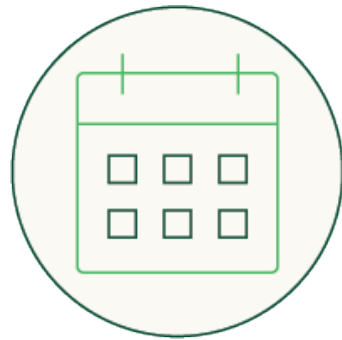


What are the next steps?



Spring 2025

The Bill is currently progressing through The House of Lords



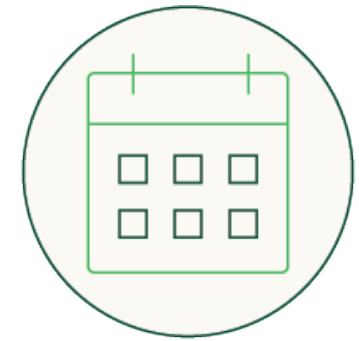
Summer 2025

The Bill is expected to receive Royal Assent



Summer/Autumn 2025

Some trade unions reforms expected to come into force



2026

Most of the reforms expected to come into force (unfair dismissal not before the autumn)

| Any
questions?

Bevan Brittan 

bevanbrittan.com
Birmingham | Bristol | Leeds | London



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