



The Employment Rights Bill

Could your clients cover the legal costs of an employee dismissal or discrimination claim?

To avoid potential costly and lengthy employment disputes, employers should start preparing – now.

5 changes clients should prepare for

1. **Leave enhancements** for carers
2. Day one **unfair dismissal protection**
3. Right to request **flexible working from day one**
4. **Zero hours** contracts abolished
5. And end to **fire and re-hire**

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Action points

- Update employment contracts, HR policies and employee handbooks
- Review recruitment, probation and dismissal procedures
- Prepare for flexible working conditions
- Consider the additional costs and obligations arising from guaranteed hours and carer leave
- Equip management with training to implement the new legislation
- Consider legal expenses insurance to prepare for potential employment disputes



**Our employment
legal protection
includes access to a
FREE LEGAL HELPLINE**

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