



# 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**

**0344 892 0118**  
**info@irwell.co.uk**



**Irwell**  
INSURANCE COMPANY LIMITED



## 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**

**0344 892 0118  
info@irwell.co.uk**