



The Employment Rights Bill

Are your clients prepared?

- What amendments did the *House of Commons reject?*
- What are *the risks?*
- What are *the opportunities?*
- What should employers *do now to be prepared?*



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Update: 6 key rejections

The House of Commons has rejected the following non-government amendments to the Employment Rights Bill:

1. Replacing the **day-one right to claim unfair dismissal** with a six-month qualifying period.
2. Altering the requirement for employers to offer a **guaranteed hours contract** to zero-hour, low hour and agency workers
3. Defining '**short notice**' for **compensation for shift changes and cancellations** for zero-hour, low hour and agency workers at less than 48 hours.
4. Expanding who can accompany a worker at **disciplinary and grievance hearings** to include a 'certified professional companion'
5. Extending **whistleblowing protections** and placing a requirement on large employers to investigate
6. Softening the **proposed trade union reforms** on industrial action ballots and political fund contributions



Risks

- **Cost and complexity:** Smaller firms may struggle with procedural overheads, training and legal risk.
- **Burden on HR/legal functions:** The compliance bar is being raised – employers must scale their capabilities.
- **Recruitment risk:** Some roles or sectors might see fewer flexible or casual arrangements.
- **Litigation drain:** More claims – even meritless ones may soak up time, resources and morale.

Opportunities

- **Employer reputation:** Early adopters can position themselves as highly trusted, fair employers.
- **Better retention and morale:** Clearer processes, fairness from day one and stronger worker voice may reduce turnover, grievances and friction.
- **Data-driven prevention:** Investing in analytics and strong people performance metrics can reduce risk.
- **HR alignment:** Use the changes to rethink performance, onboarding, career development and a fairness culture.



6 steps: What employers should do now

- 1. Risk map:** Identify high-risk functions, contract types or teams (variable-hour, low-hour, agency)
- 2. Policy overhaul:** Begin drafting updated policy templates (disciplinary, grievance, whistleblowing, NDAs)
- 3. Training:** Upskill line managers, HR and legal teams around the new standards and behaviours
- 4. Dispute readiness:** Review claims exposure and arrange legal expenses insurance to ensure adequate protection to cover employment claims and tribunals
- 5. Communication plan:** Develop internal communications to manage expectations during transition
- 6. Monitor secondary legislation:** Track consultation rounds, draft statutes and guidance to ensure your changes stay aligned



Legal expenses can help relieve the financial burden

From claims of unlawful discrimination on the grounds of sex, disability or race to harassment cases, constructive dismissal or TUPE-related claims, **workplace tribunals can be costly, stressful and time consuming.**

EMPLOYMENT LEGAL PROTECTION can help.

Your clients have **access to legal advice and financial support** to help defend employment tribunals which could be a much-needed lifeline for many businesses.



**Our employment
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