

Employment Rights Bill: An update for June 2025

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across **Employment Law, HR and Health & Safety**



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Today We Will Cover

- What trends to watch out for
- Legal changes confirmed for 2025
- Reforms likely to be in force this year
- Employment Rights Bill
- Government's longer term plans

Trends to watch out for and in the news

- Recruitment and Redundancy freeze, cost cutting, policies, importance of business cases during restructure, innovative ways of recruitment, budding up, multi skilling, growth and development, mobility
- Other jobs – people trying to make money
- Social media – tick tock
- Age/birth rates – capability – family friendly policies
- Flexible working – policies and management
- AI – a need for new policies and recruitment
- Climate, modern slavery
- Mental Health/burnout



Trends to watch out for and in the news

- Engagement—staff survey
- HR—over stretched –sometimes thank less—investment –tech
- More monitoring because of law changes and cost to business
- Incentives and motivation





January 2025 Changes



Rolled up holiday pay

- Can now be implemented for January to December leave years
- Only for irregular hours workers and part year workers
- Holiday pay paid at the same time as wages, at a minimum of 12.07% of total earnings in the pay period
- Pay slip will need to clearly set out the element of pay attributed to RUHP



Fire and rehire and protective awards



- From 20 January, protective award for employees can be uplifted by up to 25% if employers also fail to comply with statutory code of practice on dismissal and re-engagement
- Remember...
 - Collective consultation is triggered where it's proposed to change terms and conditions of 20 or more employees
 - Protective award of up to 90 days pay per employee where employer hasn't complied with this requirement

April 2025 Changes



National Minimum Wage increase



Age	Rate from 1 April 2024	Rate from 1 April 2025
NLW for workers aged 21 and over	£11.44	£12.21
NMW for workers aged 18–20	£8.60	£10
Young workers rate for workers aged 16–17	£6.40	£7.55
Apprentices under 19, or over 19 and in the first year of the apprenticeship	£6.40	£7.55

Statutory payments

Payments	From April 2024	From April 2025
Statutory Shared Parental Pay (ShPP)	£184.03	£187.18
Statutory Maternity Pay (SMP)	£184.03	£187.18
Statutory Adoption Pay (SAP)	£184.03	£187.18
Statutory Paternity Pay (SPP)	£184.03	£187.18
Statutory Parental Bereavement Pay (SPBP)	£184.03	£187.18
Statutory Sick Pay (SSP)	£116.75	£118.75
Lower earnings limit (per week)	£123	£125

Neonatal care leave



- New right to time off work when a baby they have responsibility for is in hospital receiving neonatal care
- Will be available from day one of employment
- Pay will be available for eligible employees
- Regulations still needed but likely to be in force from April



May 2025 Changes



Real Living Wage



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- Deadline for employers to pass on increases; £12.60 in UK and £13.85 in London
 - Must do so to remain an accredited 'Real living Wage' employer





What else might we see?



Paternity (bereavement) leave



- Fathers or non-birthing partners will be eligible for paternity leave in cases where a mother, or a person with whom a child is placed or expected to be placed for adoption, dies
- Expected to work in a way similar to maternity leave
- Likely to last up to 52 weeks
- Day 1 right

Bills progressing through Parliament



- Children's Wellbeing and Schools Bill, designed to reform the law on employment of children in **England**
- Domestic Abuse (Safe Leave) Bill proposed to introduce 10 days paid leave for people experiencing domestic abuse
- New Office of the Whistleblower proposed to give whistleblowers greater protection



Future Plans



Employment Rights Bill

- Progress Bill through parliament
- Will bring in changes in five key areas :
 - Enhancing existing rights
 - Pay
 - Time off
 - Contracts
 - Equality & harassment
- Implementation likely not until 2026

Key highlights

- Unfair dismissal, bereavement leave, paternity and parental leave from day one
- End fire and rehire
- Increase protections against dismissal during pregnancy, maternity leave and within six months of returning to work
- Reform trade union laws
- New Fair Work Agency will be established
- Further changes to flexible working
- Right to guaranteed hours contract for zero hours or 'low hours' workers, and right to reasonable notice of shift changes and compensation for cancelled shifts
- Statutory Sick Pay from first day of absence, and removal of lower earnings limit
- Large employers will be required to address gender pay gaps

Fire and rehire changes under the Bill



- Class fire and rehire as automatic unfair dismissal, unless:
 - Business is in serious financial trouble, affecting its continuation
 - Employer couldn't reasonably have avoided the change
- Employer must be able to show evidence

Non-legislative changes – highlights



- Right to disconnect
- Dying to Work Charter
- Regulatory and enforcement unit for equal pay with involvement from trade unions
- Extend pay gap reporting to ethnicity and disability for certain employers
- Develop menopause guidance for employers and guidance on health and wellbeing
- Modernise health & safety guidance
- Stop outsourcing being used to avoid paying equal pay

Longer-term plans



- Review parental and carer's leave
- Single 'worker' status
- Give the self-employed the right to written contract
- Review of Transfer of Undertakings (Protection of Employment)
- Review health & safety guidance and regulations

Summary

- Changes to minimum wage and statutory payments came into play earlier this year.
- Increased family leave entitlements
- Employment Rights Bill will continue to progress
- Look out for the non-legislative changes; they could come quicker than 2026

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Next Session

Men's Health Week: How to support your workforce

18/6/25 @ 2:30pm





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Thank you!

Any questions

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