

Commons refuse to back down on unfair dismissal rights in Employment Rights Bill

Government stand by day-one unfair dismissal rights.

- The stalemate continues: the question of whether qualifying service for unfair dismissal rights should be removed entirely or reduced to six months by the Employment Rights Bill was once again before the House of Commons last week, and once again the Government has dug in its heels.
- Removing qualifying service for unfair dismissal rights entirely (subject to a probation period) was a key commitment within the Government's Plan to Make Work Pay, and, now rejecting the House of Lords' amendment to the Employment Rights Bill to replace it with a six-month qualifying period, it is clear the Government is unwilling to back down on this.
- However, that doesn't change the fact that this reform is one of the biggest changes to employee rights in decades, so whilst this issue is getting the intense scrutiny it merits, employers need clarity sooner rather than later.
- The Bill now returns to the House of Lords for further debate on Monday 17 November 2025 where we can only wait and see what happens next.

Croner has you covered: our HR Documentation team will provide all new and updated contracts and policies. You can also ask [Croner BrAlnbox Which are the first laws to change when the Employment Rights Bill is introduced?](#)

Collective redundancy: HRI form to go digital

HR

Changes are being made to the HRI form that employers must submit to tell the Government about their collective redundancy proposals (where they are proposing to dismiss 20 or more employees as redundant at one establishment within a period of 90 days or less). From 1 December 2025, employers will only be able to complete the HRI form digitally (not using a paper version). Importantly, employers will have to complete the digital form in one continuous sitting because the form cannot be saved or returned to later. Additionally, only consultation dates that have already commenced or will commence on the same day will be accepted – employers won't be able to put in future dates.

Did you know?

Our specialist Employment Law team can guide you through the collective redundancy consultation process.

Social housing firm fined for failing to protect workers

H&S

A social housing provider was fined £38,226 for breaching section 2(1) of the Health and Safety at Work Act 1974 and failing to meet duties under the Control of Vibration at Work Regulations 2005. Harm occurred because workers used vibrating tools for extended periods without risk assessment, exposure monitoring, equipment maintenance, task rotation, training, or health surveillance. Tools generated excessive vibration due to poor upkeep, and symptoms developed without detection. Key controls include removing or substituting high-vibration tools, engineering vibration reduction, enforcing exposure-time limits, implementing scheduled maintenance, and rotating tasks.

Did you know?

Croner offers a 24/7 H&S advice line, where our accredited H&S advisers can support with H&S concerns.

Receiving pocket dial from work was not harassment

HR

The Claimant was employed as a retail manager for the Respondent. They claimed that a phone call from their manager, whilst they were putting their children to bed, was part of a wider campaign of persistent bullying and harassment. As a result, the Claimant resigned and claimed constructive unfair dismissal. The Employment Tribunal found that the call was likely a 'pocket dial' and the Claimant had formed the view that he was being forced out of his job because he believed a previous employee had also been forced out with perceived bullying in the same way. The Judge ruled this was not the case and dismissed the claim of constructive unfair dismissal. (*Paul Bryant v Group 1 Retail Ltd*).

Did you know?

Our Legal Services department can represent your business in Employment Tribunal claims.

The Regulatory Reform (Fire Safety) Order 2005

H&S

In the UK, fire safety in non-domestic premises is governed mostly by the Regulatory Reform (Fire Safety) Order 2005. This legislation places the responsibility for fire safety on the business owner or a designated 'responsible person'. It applies to all businesses, including shops, offices, warehouses, and even communal areas of residential properties. The key duty under this order is to conduct a fire risk assessment. This involves identifying fire hazards, evaluating the risk to individuals, and implementing preventive measures. The assessment must be reviewed regularly and updated if there are any significant changes in the premises or its use.

Did you know?

Employers must ensure the use of fire alarm systems, clear emergency exit routes, and fire-fighting equipment.

Please contact the 24 hour advice service for advice on your specific situation before acting on the information in this publication.