

## Client Newsletter: Employment Rights Bill - amendments and timescales

The Employment Rights Bill is currently working its way through the report stage in the House of Lords, allowing peers to review any changes made during the committee stage and propose new amendments.

The government has proposed several new amendments including changes to fire and rehire and how it would work in the public sector. Bereavement leave is also extended to include pregnancy loss before 24 weeks with a proposed week of unpaid leave. There is also a suggested change to zero hours regulations for agency workers as some people are paid a premium for being on insecure contracts.

One amendment that is important for employers to understand at this stage to aim void non-disclosure agreements between employers and workers in relation to harassment and discrimination, the idea being to prevent employers using NDA's to silence workers. Further consultation is planned so watch this space.

### Next Steps and Timescales

Once the report stage is complete, the bill will go to its the third reading. After that it will go into a back-and-forth process where the two houses of parliament debate and reconcile any outstanding amendments. Timelines are subject to change, but it is almost certain that no changes will come into law before the autumn.

After the bill is fully approved with "Royal Assent" granted there will be a period of implementation. The most significant changes (i.e. statutory sick pay, day-one employment rights, zero-hours contracts) will be finalised through secondary legislation. At this point there will be public consultation with stakeholders to see how the changes will work in practice.



Substantive changes will come into effect in April 2026, the more complex during 2027.

The Employment Rights Bill marks one of the most significant overhauls of employment law in a generation so stay in touch and let us help guide you through the changes and required actions.