



Understanding the Employment Rights Bill 2024-25

Exploring the latest
developments in UK
employment law



**On 10 October 2024,
the UK introduced
the Employment
Rights Bill 2024-25,
aiming to modernize
and enhance worker
protections across
England, Scotland,
and Wales.**





The bill addresses several critical areas:

Zero Hours Contracts

Establishes rights to reasonable notice of shifts and offers contracts reflecting regular hours worked.

Flexible Working

Requires employers to justify refusals of flexible working requests.

Statutory Sick Pay

Removes the three-day waiting period and the lower earnings limit test for eligibility.

Family Leave

Eliminates qualifying periods for paternity and ordinary parental leave, and expands eligibility for bereavement leave.


Protection From Harassment

Enhances measures to safeguard employees from workplace harassment.






Employers must:

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- ✓ Review and update employment contracts and policies.
 - ✓ Ensure compliance with new flexible working and sick pay regulations.
 - ✓ Train HR teams on the updated legal requirements.




Employers can expect:

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- ✓ Greater job security and predictability.
 - ✓ Enhanced rights to request flexible working arrangements.
 - ✓ Immediate access to statutory sick pay without waiting periods.




How p3od can assist..

At p3od, we specialize in:

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- Navigating complex employment law changes.
 - Updating HR policies and procedures.
 - Providing training to ensure compliance and best practices.



Stay Ahead of the Curve.

 **Contact us to ensure your organisation is prepared for the upcoming changes in employment law.**

Let's shape the future of HR together.

 **hello@p3od.co.uk**

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