



Navigating the Employment Rights Act

– preparing your organisation for the biggest change in decades

The new Employment Rights Act marks the biggest change to employment law in decades.

Organisations should consider equipping line managers and HR teams with the knowledge to handle new rights and obligations. Some changes will affect all employers, including:

- Paying closer attention to performance and conduct during onboarding and probation
- Ensuring compliance with the new proactive anti-harassment requirements
- Implementing changes to flexible working requests and family leave policies.

Other changes are more sector-specific, such as strengthened trade union rights and changes to workers' entitlements in the gig economy.

To help navigate this change, we're offering a range of support packages for you to choose from:

Option 1: fixed-fee surgery

- A focused workshop to analyse how the new law will affect your business
- A template strategic and practical project plan for you to tailor and implement, to ensure your organisation is prepared for the impending changes.

Option 2: enhanced support

Includes everything in Option 1, plus:

- Dedicated HCR support to prepare a board briefing paper, ensuring executives have the right information at the right time to make decisions
- Completion and tailoring of the project plan in consultation with you once the ERB receives Royal Assent.

Please contact your usual HCR adviser or one of our ERA Key Contacts to discuss.

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