

## Employment Rights Bill

The Employment Rights Bill is currently progressing through Parliament, which proposes a number of significant changes to employment law that will affect all businesses.

Key proposals in the bill include.

1. Ending zero hours contracts
2. Reforming dismissal rules, including making unfair dismissal a day one right for employees, while introducing a new statutory probation period.
3. Lower thresholds for triggering and collective bargaining and strike action.
4. Shorter notice periods for industrial action.
5. Redundancy protections, including new thresholds for consultation and notification
6. Changing statutory sick pay by removing the lower earnings limit and waiting period.
7. Protections against workplace harassment and strengthening consultation on tipping policies.

These changes are wide-ranging and may have implications for how businesses manage staffing contracts and workplace policies.

A full factsheet can be found on the Government website [Employment Rights Bill: factsheets - GOV.UK](#)