



Understanding the Employment Rights Act 2025

GUIDANCE NOTE
Updated August 2026

LOCH

Recap



The Employment Rights Act 2025 (the '**Act**') finally became law after receiving Royal Assent on 18 December 2025.

The Act sets out sweeping changes to UK employment law, many of which will affect day to day employee management practices and may influence workforce planning decisions. The Government has also produced a road map for implementation dates for the changes to come into force. To follow on from our last updates, the Government published its updated implementation timetable on 16 July 2026 and subsequently issued a further timeline update on 7 August 2026.

In this guide, we delve into the Act to explore its provisions, the latest developments on the Government's consultation periods, and practical steps that employers should be taking so they can be prepared for the future.

Breaking down the Act



Protection from unfair dismissal – 6 month qualifying period

Originally, the Employment Rights Bill (the ‘Bill’) removed the two year qualifying period required for an employee to bring a claim for unfair dismissal. The House of Lords proposed amending this to a six month qualifying period for ordinary unfair dismissal claims. The Government accepted this and has confirmed that the 6 month qualifying period will come into effect from 1 January 2027.

This means that an employee with 6 months’ service on or after that date will be able to bring an unfair dismissal claim. Any employees employed from 1 July 2026 will automatically gain this protection on 1 January 2027.

Employees already have the right not to be unfairly dismissed for automatically unfair reasons, or for unlawful discrimination without requiring a set length of service. Employers should therefore already ensure that they are following a fair process and have a fair reason to dismiss an employee (regardless of their length of service).

However, this change will make it easier for employees to challenge dismissal on procedural and fairness grounds after 6 months of service.

Currently, compensation for unfair dismissal is limited to 52 weeks’ gross pay or a statutory cap (whichever is lower). The Act however abolishes that cap and aligns it with discrimination and whistleblowing claims for which damages are uncapped. This does not impact the basic award or statutory redundancy pay which are still calculated on a formulaic basis, using an employee’s age, length of service, and gross weekly pay.

What this means for you

If you dismiss an employee at the end of the probationary process for failing to pass it, and if that probationary period is set at 6 months, you are at risk of a basic unfair dismissal claim.

Therefore, recruiting the right person is always the best position to be in. This applies regardless of the upcoming changes. It makes sense to be reviewing your current recruitment processes and considering whether these are robust enough. For example, should you supplement what you currently do with screening tools, such as structured interview, behavioural assessments and/or psychometric testing?

In light of the Act, employers should also review the viability of continued employment for current employees who have less than one year and 51 weeks continuous employment prior to 1 January 2027, as well as the probationary periods for new employees engaged on or after 1 July 2026 so that probationary processes, including any extensions, are completed before protection from unfair dismissal rights are gained after six months. Managers should also be trained to carry out effective reviews, and systems should be in place to diarise key dates.

Employment contracts for new joiners should clearly define the employer's own probation period. Performance, conduct and capability procedures must be robust, consistently applied, and clearly understood by managers from day one. Ensure managers are properly trained to assess performance and conduct fairly and consistently during probation periods, being mindful of the enhanced rights kicking in after 6 months.

Maintaining a clear audit trail is essential. Accurate documentation of decisions and meetings during the probation period will help demonstrate fair treatment and compliance under the new legal framework, and to prove a procedurally and substantively fair dismissal if challenged.



Protection against ‘fire and re-hire’ practices

The Act makes it automatically unfair to dismiss an employee, (whatever their length of service) where:

- the reason or principal reason for the dismissal is that the employee did not agree to a proposed variation to certain key contractual changes (restricted variations); and/or
- they were dismissed in order to allow the employer to employ someone else (or re-hire the same employee) under a varied contract, to carry out substantially the same duties.

The Act also extends to situations where an employee does not agree to the inclusion of a contractual term enabling their employer to vary key clauses in their contract. These include terms in relation to pay, required number of working hours, pensions or pension schemes, and time off rights. The Government also launched a consultation which concluded on 1 April 2026, asking for views on whether changes to contractual expenses, benefits, and shift patterns should count as restricted variations. A response to the consultation on which times and benefits are in scope of the ban is awaited.

Employers may, however, rely on the defence that the variation was an attempt to mitigate significant financial difficulties which were likely to affect their ability to carry on the business, but only in cases of genuine and severe financial distress. Public sector employers will need to show that not making the contractual change would compromise their ability to discharge statutory duties. In those situations, this defence will only apply if the employer has strictly complied with the Code of Practice on Dismissal and Re-engagement which came into effect on 18 July 2024.

Importantly, the Act also extends protections by making it automatically unfair to dismiss an employee and replace them with a non-employee, such as an agency worker or contractor, doing the same or similar work, unless the employer meets the same financial distress threshold. TUPE transfers and dismissals wholly or mainly due to a reduction in work are not caught by this new rule.

The Code of Practice will be updated and according to the Government’s road map, these changes will take effect in January 2027.



What this means for you

Employers will need to take a more cautious and considered approach when seeking to vary contractual terms. This shift makes it even more important to engage in genuine and transparent consultation with staff when proposing changes. A collaborative and well documented process can reduce the risk of disputes and help achieve consensual variation, minimising the chance of Tribunal claims while preserving employee relations. However, employers should be prepared for more complex and prolonged negotiations.

Dismissals tied to business reorganisation must be handled carefully. Unless the employer can demonstrate severe financial distress, replacing an employee with another worker, or even a contractor or agency worker, could amount to automatic unfair dismissal under the Act.

Given the increased legal exposure and reputational risk, it is strongly recommended that employers review their employment practices, update variation clauses, and consider Employment Tribunal insurance to mitigate financial risk in the event of a claim.

Employers who are currently considering potential changes to contractual terms that are unlikely to attract employee consent may want to consider doing that sooner rather than later, before the changes are due to take effect in January 2027.





Guaranteed hours for agency workers and those on zero hour contracts

The Act introduces wide ranging protection for zero and low hours workers, as well as agency workers, and prohibits the use of exclusivity clauses that prevent these individuals from working elsewhere.

The Act introduces a duty on employers to offer eligible workers, including agency workers, a contract that reflects the hours regularly worked over a reference period. Eligible workers are those who during the reference period, worked under a zero or low hours contract and worked hours in excess of the minimum hours specified in that contract.

The Government has previously indicated a preference for a reference period of 12 weeks. The threshold of 'low hours', conditions on the number and regularity of those hours, details regarding the specific working patterns or days that must be offered, and how long the offer must be open for, together with the reference period length are all to be defined in regulations.

The Act does however provide exceptions to address the possibility of short term labour needs, including that the offer can be a fixed-term contract if that is reasonable. For example, when there is a 'temporary work need' or when the worker is needed for a specific project. Further exceptions will also be set out in regulations.

In tripartite relationships, it will be the responsibility of the end hirer to make any offers for guaranteed hours, although regulations may place obligations on the agency in some circumstances. The pay offered to agency workers under a guaranteed hours offer must be no less favourable than the agency terms they would have been working under or those of comparable workers. It is important to note that when an agency worker accepts a guaranteed hours offer, their employment status will become that of a worker (not an employee).

The Government launched its consultation on guaranteed hours and shift scheduling in June 2026, which closed on 25 August 2026. The proposals remain scheduled for implementation during 2027, subject to further regulations setting out the detailed framework.

Workers employed on a zero or minimum hours basis, as well as workers who do not have a set working pattern, will gain the right to reasonable notice of a shift, including the time, day and how many hours are to be worked. This is accompanied by a right to reasonable notice of any change or cancelled shift. What is considered reasonable notice will depend on the circumstances and will be set out in regulations, including a specific minimum time.

A worker will only have entitlement to payment for a short notice cancellation if they reasonably believed that they would be needed for that shift and there is a duty on employers to make a payment to workers each time there is a change to a shift at short notice. Whilst details will be clarified in regulations, it is expected that compensation will be proportionate to the cancellation or curtailment.

However, there is a provision to allow a collective agreement to contract out of the right to guaranteed hours and reasonable notice of shifts. This will enable an employer and a trade union to reach an agreement that excludes the new rights and agree something else, as long as these new terms are incorporated into the contract.

Following consultation, these provisions will apply to agency workers, and the hirer and the agency will share responsibility for providing reasonable notice of shifts. Further regulations will specify the form and way in which workers should receive notice of shifts and any shift cancellations. The responsibility for paying any cancellation or curtailment payments falls to the agency only, although this can be recouped from the end hirer.

An anti-avoidance provision prevents working patterns from being manipulated to avoid the obligation to consider and decide requests for guaranteed hours. Employers should review the structure of their workforce, audit the proportion of zero and low hours engagements, and put in place systems to monitor average hours over the reference period. Contracts should also be updated to reflect the new rights and processes.

What this means for you

Zero hour contracts will operate much more like ordinary employment contracts, particularly with the introduction of rights to request guaranteed hours, minimum notice requirements for shifts, and compensation for short notice cancellations. Employers should factor in the potential added costs of these changes, both in terms of pay obligations and the administrative burden of monitoring average hours and responding to requests.

If your business has a fluctuating or seasonal demand for labour, you may also want to consider if zero hour contracts and/or agency workers are the right way forward for you. Consider whether the new compliance requirements affect the flexibility and cost effectiveness of these arrangements in your organisation.

Strengthening Day One Rights to Request Flexible Working

The Act puts more onus on employers who deny requests for flexible working.

Employees have a right to request flexible working from day one of employment. Requests can be refused by an employer on the basis of eight prescribed grounds. The Act introduces a requirement for any refusal to be “reasonable”. The employer must explain their reasons and why their refusal is considered reasonable. This may cause a significant amount of litigation while test cases go through the Tribunal process. Employers will therefore need to navigate flexible working requests carefully.

As the consultation has now concluded, we are awaiting the Government’s response. A separate consultation on the Acas Code of Practice on requests for flexible working is expected in Autumn 2026. However, these provisions are expected to come into force in 2027.

What this means for you

Employers are liable to face Tribunal claims if they are deemed to not handle flexible working requests reasonably, and therefore it will become increasingly important to consider the reasons why you might deny these requests.

Maintaining a clear paper trail of evidence documenting correspondence which sets out the reasons why you cannot agree to flexible working is crucial, as is training your managers on the processes they should follow.



Changing Gender Equality and Reporting Obligations

The Act includes a new requirement for organisations with 250 or more employees to publish an equality action plan every 12 months.

This plan should detail the steps they are taking to address gender equality matters, including how they are tackling the gender pay gap and supporting employees going through menopause.

This requirement has been introduced on a voluntary basis since April 2026, with mandatory enforcement applying from April 2027. The plans will form part of wider gender equality reporting measures and must be incorporated into the employer's gender pay gap reporting process.

In addition, employers with 250 or more employees will be required to identify the providers of any contract workers engaged in their workforce within the gender pay gap reports (although pay data for those individuals will not need to be included). The Government's roadmap indicates that when this will come into force depends on timelines for wider changes related to pay gap reporting, in the upcoming Equality (Race & Disability) Bill, which is yet to be published.



What this means for you

If you have 250 or more employees, you should start considering the steps you are taking to advance equality and opportunity between male and female employees, including how you are addressing the gender pay gap and supporting employees going through the menopause.

You should also prepare to identify and record relationships with outsourced worker providers in readiness for inclusion in gender pay gap reports. Planning for a compliant and meaningful equality plan should begin now, ahead of mandatory requirements in 2027.

Rights to Switch Off

This right is absent from the Act however, during a House of Lord's debate, a spokesperson confirmed the Government's commitment to delivering a right to switch off through a statutory Code of Practice.

This is despite earlier reports that suggested that the Government would not move forward with their proposal. We now await consultation on a draft Code of Practice.

What this means for you

Although this proposal will not become a direct statutory right, employers should still review their working practices and take proactive steps to support employees' wellbeing and work-life balance, to ensure they are looking after their employees' health and safety. Once published, the Code of Practice will set expectations for reasonable boundaries around working hours and contact, and employers should be prepared to incorporate these into their policies and management training.



Enhancing sick pay, parental, and other leave rights

The Government has scrapped the waiting period meaning SSP will be payable on the first day of absence and the Act also removes the lower earnings limit to make sick pay accessible for lower earners. These changes came into effect from 6 April 2026.

Eligible employees are entitled to receive 80% of their average weekly earnings where this is lower than the flat weekly rate of SSP (currently £123.25 since April 2026). As a result, all eligible employees will be entitled to the lower of the SSP weekly flat rate or 80% of their average weekly earnings.

The Act removes the qualifying period for parental leave and paternity leave, which means that employees will be able to take this leave from day one of their employment. These provisions apply from 6 April 2026.



At the Bill stage, it was expected that protection from dismissal for individuals during pregnancy would be extended for up to six months following the end of maternity leave. The Government has provided further insight into its plan to crack down on the dismissal of employees who are pregnant or on maternity leave or within six months of returning to work.

The Act provides the Government with powers to introduce regulations to cover other dismissals (not redundancies) during pregnancy, maternity leave or following a return to work. The protection will also apply to other forms of family-friendly leave including adoption leave, shared parental leave, neonatal care leave and bereaved partners' paternity leave.

The Act provides for regulations to set out specific notices and "other procedures" that will need to be followed with an intention to ban these dismissals except in specific circumstances. We will need to wait for the regulations to be published to consider exactly what will be required in practice and when these changes will come into effect. The Government also consulted on whether other new parents should be protected and its consultation closed on 15 January 2026.

The Act also provides the Government with the power to introduce a day 1 right to at least one week of bereavement leave for employees. We will need to wait for regulations to be published to consider exactly what relationship with the deceased an individual would need in order to qualify for this leave. However, unlike parental bereavement leave, this leave will be unpaid. The new right to bereavement leave also includes pregnancy loss that occurs before 24 weeks of pregnancy. The Government's consultation on this closed on 15 January 2026. This is now expected to come into force in 2027.



What this means for you

Previously, SSP was payable from day four of the absence. The first three days of someone's sick leave were treated as waiting days and could be unpaid. However, now these changes have come into effect in April 2026, the waiting days have disappeared.

If you're an organisation that pays contractual sick pay, it probably won't impact you because you'll be paying from day one anyway. But, if you're an organisation that relies on the SSP framework, this will have a financial impact on your business.

With some employers fearing an increase in short term attendance issues due to the prospect of pay during absences of any duration, organisations need to have effective sickness absence reporting systems in place to manage both short and long term absences, whilst also taking proactive steps to reduce sickness absence by supporting employee wellbeing.

Once the regulations on family leave are issued, employers will need to ensure compliance.



Fair Work Agency

The Act introduces a new state enforcement agency, which is expected to be called the Fair Work Agency (FWA). Whilst the FWA will cover specific areas already covered by existing enforcement agencies (in addition to holiday pay enforcement), the Act empowers the Government to extend the FWA's remit with new enforcement powers, including the ability to enforce:

- A failure to keep adequate records of holiday pay
- Failure to pay some types of statutory payments (including holiday pay and SSP) by issuing a notice of underpayment to employers.

The notice of underpayment will require employers to pay the sum owed to the worker within 28 days, with possible penalties of 200% of the sum due to be payable to the Secretary of State.

The FWA will also be able to submit Employment Tribunal claims on behalf of individuals, even if the individual elects not to do so themselves and it can also provide legal assistance for employment related proceedings.

In line with the Government's road map, the FWA was established on 7 April 2026, and is gradually assuming responsibility for enforcing a range of employment rights, including holiday pay and statutory payment compliance. Its scope includes broader enforcement powers such as conducting inspections, requiring document production, entering workplaces (including private homes), and seizing relevant evidence. The FWA may also act on behalf of trade unions, not just individual employees, by bringing Tribunal claims and offering legal support.

What this means for you

This highlights the importance of calculating holiday and other pay correctly. Employers will need to ensure they classify workers correctly and have clear policies outlining how holiday pay is calculated and addressing in particular employees with irregular hours.

From 7 April 2026, the Fair Work Agency has the power to enforce holiday pay compliance, issue underpayment notices, and impose significant penalties.

Employers should also be aware that the FWA is able to inspect records, enter workplaces, and act on behalf of both individual workers and trade unions, making accurate record keeping and compliance even more critical.

Umbrella Companies

The Government is increasing the regulation of umbrella companies to address concerns that they can potentially deprive workers of employment rights.

By amending to the Employment Agencies Act, the Act defines umbrella companies and brings them within the definition of employment businesses, meaning they will be regulated by the FWA. The regulation of umbrella companies under the Conduct Regulations is expected to take effect in 2027, following a period of consultation and development of secondary legislation.

What this means for you

Umbrella companies and those engaging workers using an umbrella company will need to ensure their arrangements are compliant. The introduction of joint and several liability significantly increases the risk exposure for agencies and end clients, meaning contracts, payment processes, and due diligence checks should be reviewed and tightened.



Increasing collective redundancy obligations

Currently, any redundancy situation where 20 or more employees are dismissed within a rolling period of 90 days at one establishment only, will trigger collective consultation obligations and a requirement to notify the Secretary of State.

The Act provides a new threshold test, requiring collective consultation on proposed redundancies if there are either 20 or more redundancies at one establishment, or if another threshold test is met. This test is to be defined in regulations but will involve counting employees across all sites, potentially based on a percentage or number higher than 20, for example, the lower of 10% or 100 employees across an organisation as a whole.

The Act also provides that employers do not need to consult with all employee representatives together when carrying out collective consultation or try to reach the same agreement with all the representatives.

The Act increases the protective award that an Employment Tribunal can award where an employer has failed to comply with the consultation obligations, from 90 days' to 180 days' gross pay per employee. The increase took effect from April 2026.

What this means for you

Employers will need to plan more carefully when managing redundancies following the new regulations, and organisations operating multiple sites will need to implement measures to track proposed dismissal numbers.

Employers should now take account of the increased protective award of up to 180 days' gross pay per affected employee and begin preparing for the revised multi-site thresholds expected from 2027. Organisations should ensure their data capture across sites is robust and their consultation and HR1 notification processes and timelines are stress tested.

Trade Union, Access Recognition and Industrial Action

The Act provides trade union officials with a right to access workplaces. In response, employers can either choose to negotiate the terms of an 'access agreement' or the union will be able to apply to the Central Arbitration Committee (CAC) for it to order access. These examples are effective from 30 October 2026.

Employers will have 15 working days to respond to a union's request for access. If the request is not accepted in full, employers will then have a further 25 working days to negotiate access terms with the union. If negotiations fail, the union will generally have a further 15 working days to apply to the CAC for a workplace access order.

The CAC will have powers to order the employer to take steps to enable access to the workplace by union officials and to impose fines for a failure to do so where there is a breach. The first penalty will be capped at £75,000, the second at £150,000 and further breaches can attract a penalty of up to £500,000.

The Government has now published secondary legislation setting out the statutory process for requesting access, the grounds on which the CAC will be able to refuse requests for access and the default access arrangements which the CAC can impose. The secondary legislation also contains model terms for access agreements, which includes physical and digital access up to once per week.



TU Recognition

There have also been reforms to statutory union recognition. Currently to initiate an application for statutory recognition, a union must show that at least 10% of a proposed bargaining unit are union members and then at least 40% of workers in a bargaining unit vote for recognition. The Act removes the 40% threshold and provides that the Government has the power to reduce the 10% threshold to as low as 2%.

With regard to employee's right to join a trade union, currently employers must give a written statement of employment particulars when they commence work. Among other prescribed information, these particulars must state whether there is a collective agreement which affects the terms and conditions of employment. The penalties for failing to do so can range from 2 to 4 weeks' pay capped at £2,800. The Act will require employers to give their employees an explicit statement that they have the right to join a trade union and provide additional information on trade unions. These changes are due to take effect on 30 October 2026 with the specific content and form of this statement being provided in September 2026.

Industrial action

The Act repeals the Strikes (Minimum Service Levels) Act 2023 and most of the Trade Union Act 2016. This means unions will be able to take industrial action more easily, with fewer legal hurdles to overcome. In particular, the Act simplifies the information which unions must provide to employers in notices of ballots and industrial action, lengthens industrial action mandates to 12 months, reduces the notice required for industrial action from 14 to 10 days and allows for electronic balloting, which took effect on 25 August 2026.

Other changes

The Act also introduces stronger legal protection from dismissal for those who take part in lawful industrial action during and after the action. For employers, this reduces the scope for taking disciplinary or termination steps in connection with strike participation without risking a Tribunal claim.

In workplaces with recognised unions, the Act also introduces a new statutory role for union equality representatives. Their duties include promoting equality, providing advice and support to union members and consulting with the employer on equality matters. The representatives will have a right to paid time off to carry out these duties. Existing rights of representatives will also be increased. These changes are to take effect in October 2026.

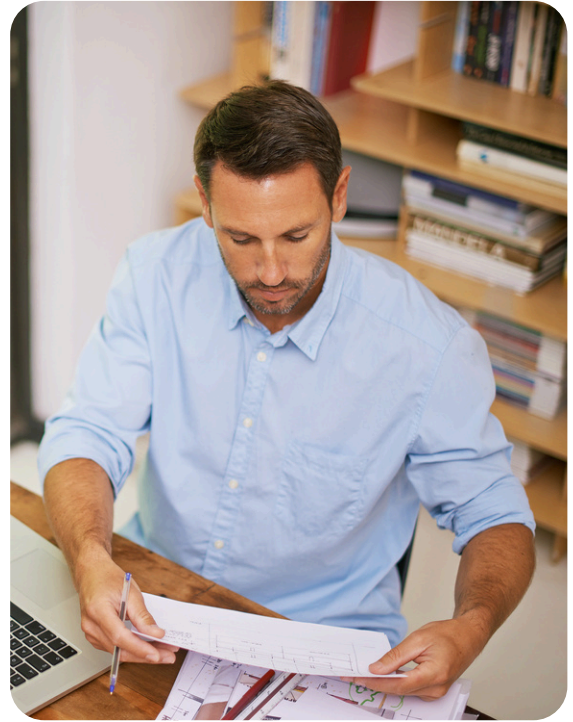
What this means for you

Practical steps employers can implement include:

- Training managers on the expanded legal protections for striking workers to avoid inadvertent breaches.
- Reviewing communication strategies for industrial disputes, ensuring they focus on resolving the underlying issues rather than relying on legal technicalities.
- Preparing for requests for union recognition.
- Preparing for workplace access requests.
- Providing the prescribed written information to employees about their rights to join a trade union and considering how you will meet this duty.

Record Keeping Requirements

Employers will be required to keep and maintain records to show that they have complied with their obligations under the Working Time Regulations in relation to annual leave (including in relation to the amount of leave), holiday pay and pay in lieu when a worker leaves employment, for 6 years from the date they were made. Failure to comply will be a criminal offence punishable with a fine. The FWA has expanded powers to enforce working time record keeping, including the ability to inspect physical and electronic records, request documentation, enter workplaces (including private homes with proper authorisation) and seize IT systems as needed. This means that your record keeping systems must be audit ready and defensible.



What this means for you

Employers should ensure they have appropriate data retention and storage systems and processes in place, and that they also:

- Maintain robust, easily accessible records, both physical and electronic, that clearly demonstrate compliance with holiday entitlement, holiday pay calculations, and pay in lieu scenarios.
- Be ready for possible visits, audits or requests from the FWA, including potential inspections of systems and premises.
- Regularly audit record keeping procedures to ensure everything is in order, and train managers and payroll staff so they understand the importance and requirements of working time documentation.

Worker Status Changes

The UK currently has a three tier system for employment status, with people classified as either employee, self-employed or workers. The Bill did not include Labour’s proposal to move to a two-tier system with a single status of ‘worker’, nor has this been introduced in the Act. However, this is still very much on the agenda for the future. The Government had indicated that consultation on employment status would be published by the end of 2025 but this was delayed into 2026, with indication that this has still not materialised back in April 2026.

National Minimum Wage

The Government pledged to make the minimum wage a genuine living wage, ensuring all adults are entitled to the same minimum wage regardless of age.

The rates which have applied from 1 April 2026 are as follows:

	NMW Rate (£)	Increase (£)	Percentage Increase (%)
NLW (21 and over)	12.71	0.50	4.10
18–20-Year-Old Rate	10.85	0.85	8.5
16–17-Year-Old Rate	8.00	0.45	6.0
Apprentice Rate	8.00	0.45	6.0
Accommodation Offset	11.10	0.44	4.10

The Government remains committed to phasing out the 18-20 Year-Old Rate, so that all individuals over the age of 18 will eventually qualify for the National Living Wage.



Sexual Harassment

From 30 October 2026, employers will be required to take all reasonable steps to prevent sexual harassment in the workplace.

Liability for harassment by third parties, including customers and client, will also be reintroduced.

What this means for you

Employers should review their policies, risk assessments, training programmes and reporting procedures in preparation for these enhanced duties.



Extended Employment Tribunal Time Limits

The Act extends the time available for individuals to bring a range of Employment Tribunal claims. These reforms are expected to take effect from 1 October 2026 and may increase the volume of claims pursued, as employees will have longer to commence proceedings.

What this means for you

Employers should retain records for longer periods and ensure decisions are appropriately documented.



Timeframes



Key elements already in force in 2026 include:

- Repeal of the Strikes (Minimum Service Levels) Act 2023 (December 2025).
- Simplified industrial action rules and enhanced protections for striking workers (18 February 2026).
- Day one paternity leave and unpaid parental leave (6 April 2026).
- Statutory Sick Pay from day one and removal of the Lower Earnings Limit (6 April 2026).
- Collective redundancy protective awards increased from 90 to 180 days' pay (6 April 2026).
- Establishment of the Fair Work Agency (7 April 2026).
- Voluntary menopause and gender equality action plans (April 2026).

Key elements expected during 2026 include:

- Electronic trade union balloting (25 August 2026).
- Extended Employment Tribunal claim time limits (1 October 2026).
- Enhanced trade union access rights and representative protections (30 October 2026).
- Duty to inform workers of their right to join a trade union (30 October 2026).
- Strengthened sexual harassment protections and third party harassment liability (30 October 2026).

2027 will see the implementation of some of the most significant changes, such as the 6 month qualifying period for unfair dismissal rights, fire and rehire restrictions, statutory probation periods, guaranteed hours for zero hours and agency workers, equality action plans, expanded flexible working entitlement and bereavement rights, and extended collective consultation thresholds.

How can Loch help?

Whilst parts of the Act are still subject to further consultation and regulation, the intentions are clear so it is important that employers are considering the impact the changes will have and are planning now as implementation timelines are becoming nearer.

We have set out below some ways Loch can help.



Employment Rights Act Audit

We can help you audit your business to determine what steps need to be taken to be Employment Rights Act Ready. Stay ahead of employment law changes - prepare now to reduce risk.

Price: From £475 + VAT (at 20%) per corporate entity.



HR Health Check

Improve compliance and build a stronger, more productive team with our HR Health Check, providing a comprehensive review of your people practices and relevant employment documentation. We cover the full employee lifecycle, from recruitment and background screening services to support informed and compliant hiring decisions, through to exit, be that 'bad, sad or glad'.

Price: From £750 + VAT (at 20%) per corporate entity.



Rest Easy with Employment Tribunal Insurance

With so many legal changes ahead, safeguarding your organisation is more vital than ever. We recommend taking out Employment Tribunal Insurance, to not only protect your business, but also to gain the flexibility to settle claims without the business having to pay the settlement amount.

About Loch



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Loch's integrated approach provides commercially focused, pragmatic solutions that help you when you're faced with a decision that will protect, grow, or futureproof your organisation. By covering every angle, we give you the confidence to move forward for long term success.

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By taking care of any of your legal concerns, be it dispute resolution, employment, commercial, family, immigration or disputes, Loch will save you significant time and effort, leaving you able to focus on what matters to you in the total confidence that you're in safe hands and that we will find the right solution for you. Our solicitors are as approachable as they are knowledgeable, and will take context into consideration not just a legal standpoint.

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People drive performance. Loch's integrated People services connect HR support with training and wellbeing services. We act as an extension of your team, offering proactive, joined-up support across the employee lifecycle to reduce risk, build capability and create lasting business value.

LOCH | ADVISORY

Our Advisory services sit at the heart of our mission to support ambitious leaders and organisations in navigating complexity, driving sustainable growth and future-proofing success. Our approach seamlessly integrates strategic business advice and coaching, people planning, marketing and mediation expertise, underpinned by our core values of commercial focus, integrity, and multidisciplinary excellence.

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