

Employment Rights Bill

Expected Timeline

AREA OF LAW	DATE EXPECTED
FIRE AND RE-HIRE	2026 at the earliest
HARASSMENT BY THIRD PARTIES	2026 at the earliest
UNFAIR DISMISSAL	Autumn 2026
SEXUAL HARASSMENT - PREVENTATIVE DUTY AND WHISTLEBLOWING	2026 at the earliest
REDUNDANCY	2026 at the earliest
TIPPING	2026 at the earliest
MENOPAUSE	2026 at the earliest
BEREAVEMENT LEAVE	Earliest Spring 2025
REDUNDANCY	Earliest Spring 2025
PATERNITY AND PARENTAL LEAVE	Earliest Spring 2025
STATUTORY SICK PAY (SSP)	Earliest October 2025

If you require any HR support or have any queries, please do not hesitate to get in touch with us here at Tamar HR!

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