



Strategi  
HR



# Employment Rights *Act*





## Are You **Ready?**

The Employment Rights Bill received Royal Assent on the 18th of December 2025 and is now formally the **Employment Rights Act 2025 (ERA 2025)**.

This landmark legislation introduces some of the most significant workplace reforms in decades. Key changes, phased in over the course of 2026 and 2027, include:

- Restrictions on “fire and rehire” practices
- A ban on exploitative zero-hours contracts
- A new 6-month qualifying period for unfair dismissal protection (from January 2027)
- Enhanced day-one rights for bereavement, parental, and sick leave

These reforms will reshape HR practices for organisations of all sizes. At Strategi HR, we are already deep diving into the detail to ensure our clients understand not just what is changing, but how to prepare effectively.

Many provisions will be introduced gradually, while some take effect immediately. To help you stay compliant and confident throughout the transition, we are offering a structured, end-to-end support programme.





# Our **ERA 2025** Support Programme

## PART 1:

### Stakeholder Update Meeting

A focused session with your key decision-makers and HR leaders, covering:

- What has already changed
- What is due to change and when
- Strategic and operational impacts for your organisation
- Immediate priorities for early 2026

This ensures your leadership team is aligned and informed from the outset.

## PART 2:

### Documentation & Process Audit (Gap Analysis)

A comprehensive review of your current HR framework, including:

- Employment contracts
- HR policies and handbooks
- Recruitment, onboarding, probation, and performance processes
- Flexible working, family leave, and sickness procedures
- Union relations and industrial action protocols

You will receive a clear, prioritised action plan highlighting where your documentation and practices diverge from the new legal requirements.

## PART 3:

### Management Training & Implementation Support

Once the audit is complete, we deliver tailored training for managers on:

- New rights, duties, and compliance obligations
- Managing shorter qualifying periods
- Handling flexible working requests
- Industrial action changes
- Anti-harassment duties
- Zero-hours and shift-notification obligations

This ensures your managers are confident, compliant, and ready to implement the changes in practice.





## Our **Costs**

Costs included delivery of the **ERA 2025 Support Programme** to include the above elements.

# £2,150 *plus VAT*

**Payment terms:** £1,000 paid on signing of contract with £1,150 due on completion of the report/action plan.

Terms & Conditions Apply.

### Get in touch...

For further details please contact Megan on **01782 969 444** or via email at [megan@strategisolutions.co.uk](mailto:megan@strategisolutions.co.uk)



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