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Present...

Employment Law

Future Overhauls

Josie Onions – HR Consultant - Nectar HR

Sarah McCormack - Delphi Care Solutions



Meet your expert speakers...



Josie Onions

HR Consultant - NectarHR

- CIPD Level 5 qualified
- 5 years in HR, 12 years people management.
- Specialist in complex Employee Relations
- Broad HR Generalist knowledge
- Ex Landlady!

Meet your expert speakers...

Sarah McCormack

BDM - Delphi Care Solutions



- Experienced as a specialist CQC advisor
- Over 20 years experience in Health & Social Care
- Specialist in Quality Assurance and CQC
- Expert in regulation and compliance

Before we begin...

Participation & Engagement



- Please ask any questions, at any time.
- Share your thoughts - this is an opportunity to have an open discussion.
- Respect other's views, and let other finish speaking.

Timing & Breaks



- This session is due to finish at 12:00

Phones & Devices



- Please remain on mute to remove any background noise (unless you wish to ask a question!)
- If you need to take an urgent call, please do so.

Safety & Comfort



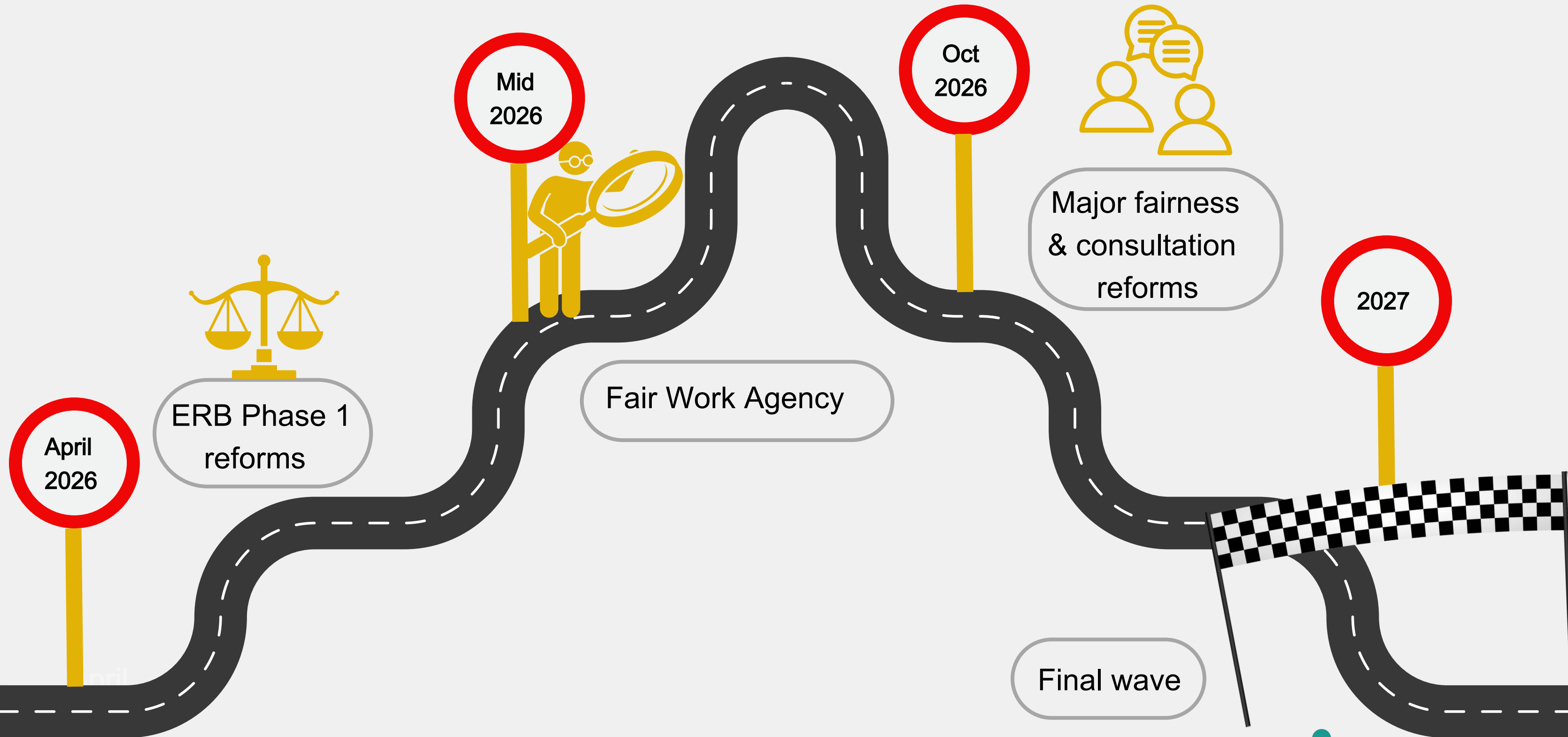
- As we are all in our own homes/offices, if there is a fire alarm please exit the call and follow your usual processes.
- If you need a comfort break, feel free to leave and join as required.

**On a scale of 1 -10, how
confident are you with
the ERB?**

Today we will cover

- Unfair Dismissal
- Fire and Rehire Restrictions
- Predictable Working Patterns
- Extension of Tribunals to 6 months
- "All" Reasonable Steps to Prevent Sexual Harassment
- The next steps you need to take

Timeline



Unfair Dismissal

Estimated effective date: 1 April 2027 (possibly phased by sector)

Main points:



- Two year qualifying period removed.
- Qualifying period reduced to 6 months.
- All dismissals require fair reason and procedure from 6 months.



Fire & Rehire Restrictions

Estimated effective date: 1 October 2026

Main points:

- ✓ Dismissal for refusing contract change = automatically unfair if no genuine business need.
- ✓ Must consult and record alternatives. 
- ✓ Tribunal can uplift awards for Code breach (up to 25%). 






Predictable Working Patterns

Estimated effective date: 1 October 2027

Main points:

- 🕒 Workers (inc. agency) may request predictable hours after 26 weeks.
- 🕒 Employers must consider and respond in statutory timeframe.
- 🕒 Refusals only on specific grounds (e.g. cost or impact on service).

Tribunal Extensions

-  Claim window doubles from 3 → 6 months.
-  Applies to unfair dismissal, discrimination, whistleblowing, harassment.
-  Gives employees more time to bring claims.
-  Increases employer exposure if records aren't robust.
-  Early resolution and documentation become critical.



All Reasonable Steps

Estimated effective date: 1 October 2026

Main points:

- ✓ Positive duty to prevent harassment (incl. third party acts).
- ✓ Requires risk assessment and training cycle.
- ✓ Tribunal uplift if no reasonable steps shown.



Building a Prevention Culture

Ongoing – embed by April 2027

- Conduct harassment risk assessments annually.
- Review complaint channels and anti-retaliation policy.
- Include respect metrics in leadership KPIs.

Action Checklist

Timeline :

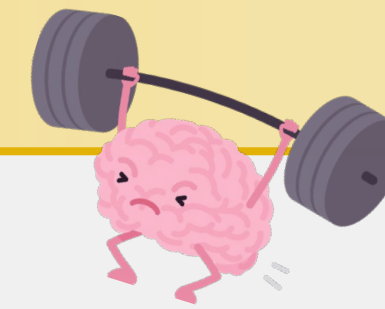
Now – Mar 2026 : Audit contracts & policies . Ensure you have a HR System that is fit for purpose .

Apr –Sep 2026 : Manager training & harassment reviews .

Oct 2026 : Tribunal & fire -and -rehire go live .

Apr –Oct 2027 : Day -one dismissal & predictable hours go live .

Manager Capability & Training



Implement by: Q2 –Q3 2026

Train on dismissal, probation, and consultation processes.

Refresh harassment training for all managers.

Introduce checklists for fair decision -making.



Any Questions?



Participation

Receive a free HR Health Check

This provides you with a personalised report that will highlight your risk and priority focus areas, broken down into easy to digest explanations.



Bonus...



OR a 30 minute call with one of our expert consultants.



hello@nectarhr.co.uk



Sonia Rai on
07884 107281



Stay in touch

*If you would like to receive the **nectar hr** monthly newsletter and keep up to date with the latest updates, scan the **QR Code!***



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