

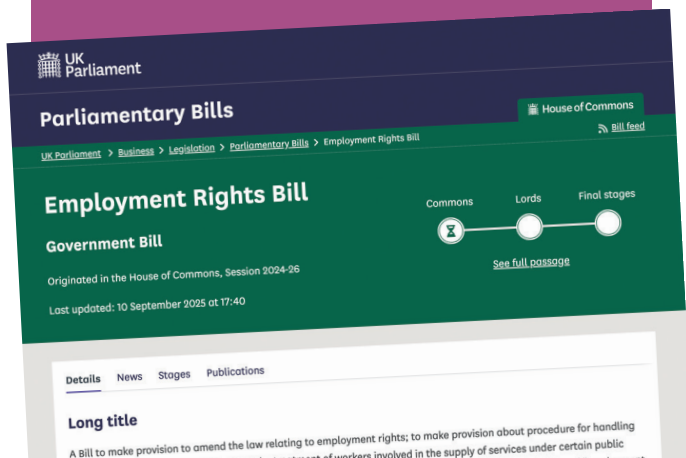


Quality
Care Group

Total business solutions
for the care sector

Employment Rights Bill Roadmap

How care providers
can prepare for the
changes ahead



On 1 July 2025, the Government released its plan for implementing the Employment Rights Bill. These changes will begin to take effect from April 2026 and will reshape how care businesses manage staff, policies, and compliance.

Failing to prepare could mean increased costs, penalties, or even tribunal claims. Acting early means you can stay compliant and protect your care business.

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Employment Rights Bill Roadmap



April 2026

What's changing

- Removal of the lower earnings limit and three-day waiting period for Statutory Sick Pay
- Wider eligibility for paternity and parental leave
- Automatic unfair dismissal if an employee is dismissed after reporting sexual harassment
- Establishment of the Fair Work Agency, with powers to request compliance records
- Maximum protective award for collective redundancy doubled



What you need to do now...

- Update sickness absence, paternity, and parental leave policies
- Make sure absence management processes are consistent and documented
- Review sick pay eligibility and processes

Employment Rights Bill Roadmap



October 2026

What's changing

- Framework for a Fair Pay Agreement in adult social care
- Stronger harassment protections - including third-party harassment
- Extended time limits for tribunal claims
- New rules on tips and tipping policies
- Mandatory union access statements in contracts
- "Fire and rehire" potentially automatically unfair dismissal
- Day one rights to claim ordinary unfair dismissal
- Zero-hours reforms: right to guaranteed hours, notice of shifts, and compensation for cancellations
- Right to unpaid bereavement leave
- New collective redundancy consultation thresholds
- Extra protections for pregnant and maternity employees
- Mandatory gender pay gap and menopause action plans (for larger employers)



What you need to do now...

- Add a Trade Union statement to contracts
- Update harassment and sexual harassment policies
- Review probation period policies and processes
- Assess use of zero/low-hour contracts
- Introduce bereavement leave policies
- Conclude any fire-and-rehire processes before October 2026

Employment Rights Bill Roadmap



2027

What's coming...

- Increased protections for employees in dismissal cases
- More time and support for employees bringing claims
- Continued focus on compliance documentation, risk assessments, and fair workplace practices



What you need to do now...

- Audit employee contracts and policies
- Strengthen internal grievance and exit interview processes
- Ensure your HR systems and documentation can withstand scrutiny



Employment Rights Bill Roadmap

Why this matters for care providers

The care sector will be one of the most affected by these reforms, with new rules around Fair Pay Agreements, union rights and staff protections. Compliance admin can quickly become overwhelming if you don't act early.

How QCG & BrightHR can help

At Quality Care Group, we partner with BrightHR to give our clients the tools and confidence to stay ahead of these changes. With integrated HR software, policy templates, payroll solutions, and 24/7 employment law advice, BrightHR takes the stress out of compliance.

- **Exclusive 25% discount for QCR clients**
- **Access to over 300 HR policies and templates**
- **Integrated payroll and record-keeping tools**
- **24/7 employment law advice line**



Next step...

Don't wait until April - the sooner you act, the smoother the transition.

Request your free demo today and claim your exclusive 25% QCG client discount on BrightHR.

Simply click here to find out more and to save....