



Employment Law FAQ's and Ask Us Anything

Lunch & Learn Webinar

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What are the biggest alarm bells?

➔ **SSP:** named by **43% of employers** and **36% of employees** as the change with the biggest workplace impact.

➔ **Unfair Dismissal:** the second most significant change by both **employers (31%)** and **employees (30%)**

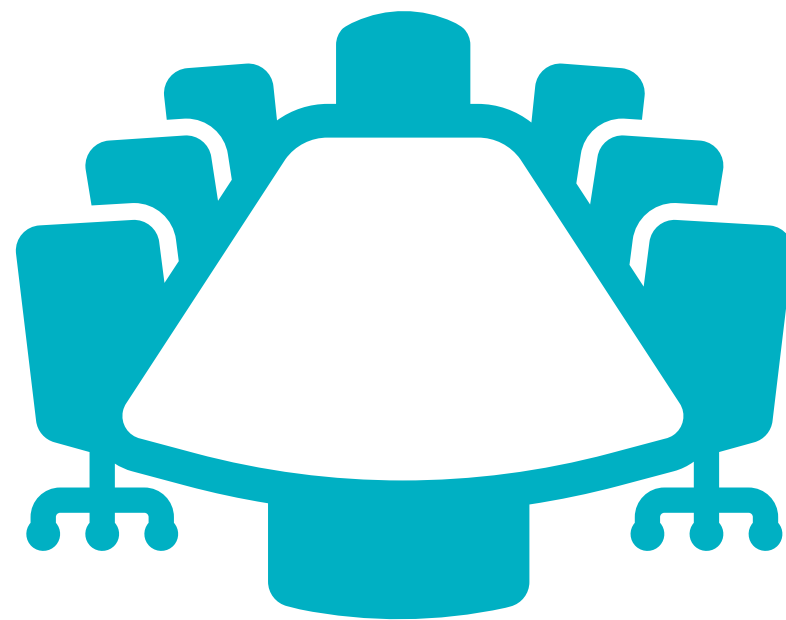
➔ **Hiring Intentions & Recruitment Freeze:** Over a third (**37%**) of **employers** plan to recruit fewer permanent workers due to one or more ERA Reforms.

➔ **Workplace Conflict & Trade Union Rights:** More than half (**55%**) of **employers** expect workplace conflict to rise because of at least one ERA measure.

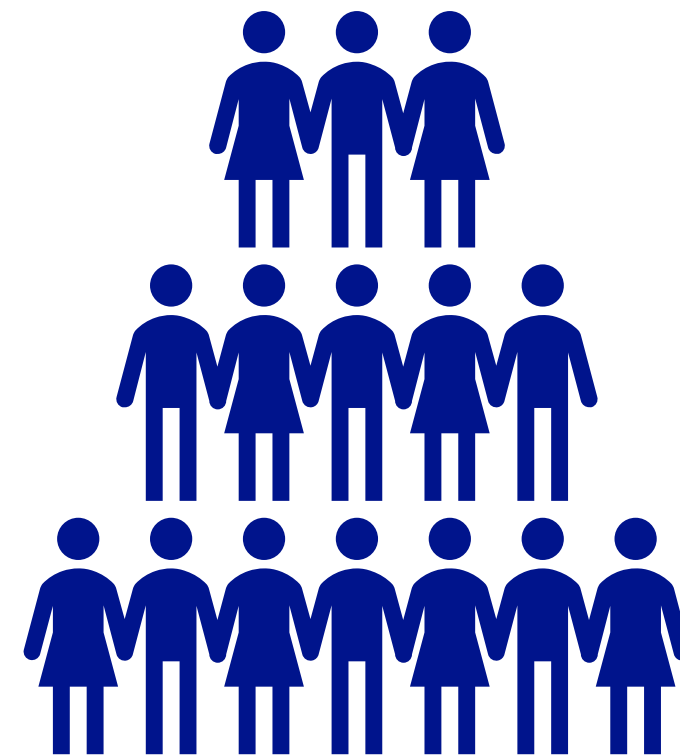
➔ **Day-One Rights & Operational Complexity:** The introduction of paternity leave from day one was ranked as the third biggest concern by employers.

➔ **Preparedness Gap:** Research shows that **50% of businesses** need help ensuring HR policies align with legal best practices, and **45% of companies** need further advice to prepare for major legal changes.

Why do we need to address the concerns?



There is a real risk of confusion, non-compliance, and even legal claims.



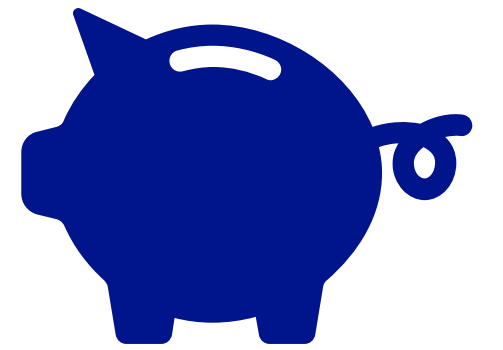
Employees want to feel that their rights are understood and respected. To improve engagement and reduce risk at the same time.



These reforms are quite significant; they're not small tweaks. So it is vital that employers and employees feel supported during the change.

Statutory Sick Pay

Some of the Biggest questions we've noticed... What else comes to mind?

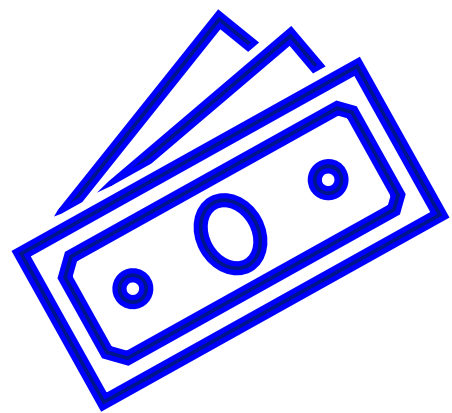


“What’s actually changing?”

“What does this mean for costs?”

“How will this affect day-to-day management?”

“What should we be doing now?”



Unfair Dismissal

Dismissal just became earlier, riskier, and more scrutinized

"Can we still rely on probation periods?"

"What's our financial risk if we get it wrong?"



"Are we more exposed to claims now?"

"Do we need to rethink how we hire and onboard?"

Workplace Conflicts and Trade Union Rights



"Are we expecting more workplace conflict as a result of these changes?"



"What's driving that increase in conflict?"



"What's changing with trade union rights?"



"Should businesses be concerned about that?"

Day One Rights and Operational Complexity

Day One Rights, Day One Pressure: Navigating Complexity from the Start

**What do we mean
by Day One
Rights?**

**What should
businesses be
doing to manage
this?**



Where is the risk area?

**How does this impact
employers
operationally?**

What else is changing?

"What happened with holiday?"







"Are there more changes coming?"

"Can we expect more delays?"

How To Support Your Team

Questions to ask yourself

-  Are we communicating early and clearly about what's changing and what it means for our people?
-  Are our managers equipped and confident to handle these changes consistently and fairly?
-  Are we creating space for questions, concerns, and open dialogue?
-  Are we applying changes consistently while supporting employee wellbeing?

What Managers Should Be Doing Now

- Don't wait for the law to land- start building readiness now.
- Get clear with your risk areas
- Bring policies to life
- Invest in your managers
- Shift from reactive to proactive



Any questions?



Mental Health Awareness

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