

SALISBURY CITY COUNCIL

Subject : Employment Rights Bill
Committee : Governance, Policy & Personnel Committee
Date : 28 July 2025
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1. Report Summary:

- 1.1. This report is to provide high level information on a number of areas of Employment Law that may be changed through the Employment Rights Bill. 1

2. Background:

The legislation is subject to a phased timeline between 2025-2027.

2.1. After the Bill has been passed:

- 2.1.1. Trade Union legislation: giving trade unions greater freedom to organise, represent and negotiate on behalf of their workers

April 2026

- 2.1.2. Strengthen collective redundancy rights: Employers must properly consult.

- 2.1.3. Better support for new parents: Paternity and unpaid parental available from day one.

- 2.1.4. Whistleblowing protections: to encourage reporting of wrongdoing without fear of retaliation.

- 2.1.5. Fair Work Agency: A watchdog will oversee rights like holiday pay, sick pay, minimum wage, and can take action on workers' behalf.

October 2026

- 2.1.6. End unscrupulous "fire-and-rehire": By considering dismissals for failing to agree to a change in contract as automatically unfair, except where the business genuinely have no alternative.

- 2.1.7. Duty to prevent harassment: Councils must take "all reasonable steps" to stop sexual harassment of their employees. An obligation on employers to not permit harassment of their employees by third parties.

¹ [Roadmap unveiled to boost rights for half of all UK workers and provide certainty to employers - GOV.UK](#)

During 2027

- 2.1.8. Protection against dismissal for pregnant woman, mothers on maternity leave and mothers who return to work for a six-month period after they return to work.
- 2.1.9. Bereavement leave to give workers time to grieve with job security.
- 2.1.10. Ending the exploitative use of zero hour contracts: Anyone working regularly (e.g., 12 weeks on zero-hours) will get guaranteed hours contracts, notice of shift changes, and compensation if shifts are cancelled last minute.
- 2.1.11. Day-one protections: Staff can claim unfair dismissal from their first day, not after two years while simultaneously enabling employers to ensure the employee is a good fit for the by establishing a new statutory probationary period.
- 2.1.12. Flexible working requests: Staff can ask to work flexibly from day one, and any refusal must be reasonable

3. Next steps:

- 3.1. To prepare for the Employment Rights Bill Head of HR will:
 - 3.1.1. Monitor guidance available from organisations such as ACAS and CIPD alongside attendance at local HR employment law update seminars.
 - 3.1.2. Update HR policies to ensure they are in line with the changes being made
 - 3.1.3. Raise awareness amongst managers and staff of the changes this will be achieved through invitations to face to face briefings and written FAQ documentation.
 - 3.1.4. Review contracts of employment, particularly of zero-hour contract workers.
 - 3.1.5. Provide updates at each Governance, Policy & Personnel Committee meeting.

4. Recommendation:

- 4.1. It is recommended that the Committee note the contents of this report.

Wards Affected: All – This is a council wide issue.

Background papers: Linked in the Footnote.

Implications:

Financial: Significant increase in legislation and rights will use more resources to ensure compliance.

Legal: As detailed in the report, but significant.

Personnel: Additional rights for employees.

Environmental Impact: None.

Equalities Impact Statement: Rights apply to all staff equally.