



# Employment Rights Act 2025: What Care Providers Need to Prepare For

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The [Employment Rights Bill](#) has now become the Employment Rights Act 2025 after receiving Royal Assent, and is set to introduce the most significant changes to [employment law](#) in decades. For care providers, these changes will impact [recruitment](#), contracts, and day-to-day HR processes. Here's what you need to know.

## Key Changes Coming

- Six-month qualifying period for unfair dismissal rights: Employees will gain unfair dismissal protection after six months, replacing the current two-year qualifying period.
- Statutory Sick Pay: SSP will be payable from day one, with the lower earnings limit removed.
- [Parental Leave](#): Day-one rights for paternity and unpaid parental leave.
- Fair Pay Agreements: A new negotiating body for adult social care will set minimum pay and conditions.
- Ban on Fire-and-Rehire: Employers will face strict limits on changing contractual terms.

## Timeline

- April 2026: SSP changes, parental leave, enhanced whistleblowing protections.
- October 2026: Ban on fire-and-rehire, fair pay agreements introduced.
- 2027: Six-month qualifying period for unfair dismissal rights and extended tribunal time limits.

## Practical Steps for Providers

- Review recruitment processes – avoid “bums on seats” hiring.
- Update contracts and policies to reflect new statutory rights.
- Train managers on procedural compliance – errors will be costly.
- Budget for increased employment costs and potential tribunal risks.

## Next Steps

If you need support preparing for these changes, contact our [Employment & HR team](#) today.