

# 2025 KEY UK EMPLOYMENT LAW CHANGES

Employers must stay compliant with evolving employment laws to safeguard both workers and businesses. This factsheet outlines key developments in 2025 affecting workforce management. In particular, the proposed Employment Rights Bill (2024) will drive significant changes, anticipated to start late 2025.

## STATUTORY SICK PAY (SSP)



Currently, SSP is only payable to those who:

- are classed as an employee (or those with worker status);
- earn an average of £123 per week, as per the lower earnings limit; and
- are ill for more than three days in a row.

Under the Government's new proposals:

- SSP will become payable from day one of sick leave; and
- the lower earnings limit will be removed to ensure all employees are eligible to be paid for their sickness absence.

## ENDING ZERO-HOUR CONTRACTS



Currently, you are not obligated to provide a zero-hour worker with guaranteed hours, reasonable hours, or compensation if a shift is cancelled. However, under the newly proposed Bill, the Government is seeking to change this:

- **Guaranteed Hours:** Zero-hour workers will be entitled to guaranteed hours based on their work patterns over a reference period.
- **Compensation:** These workers will gain a new right to compensation when you cancel or rearrange a shift on short notice. They can also seek recourse in the employment tribunal and potentially be awarded further compensation.

Until the law passes, we will not know how this will work in practice, and some elements could be added or removed following a consultation process.

## UNFAIR DISMISSAL AND FIRE AND REHIRE



The planned law will make it illegal to fire and rehire employees who refuse contractual changes unless your business is about to collapse. When judging if a dismissal is fair, the law will examine how well you consulted with your staff and whether employees were offered compensation for accepting changes.

These changes would significantly restrict your ability to use fire and rehire practices when dismissing employees with less than two years of service. The government is also considering removing the compensation limit when employees do not follow proper redundancy procedures and exploring using interim relief to protect workers.

# Employment Law 20032004

**Karen Beamish, Ruth Ashford**

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## **Table of Contents Employment Law 20032004**

1. Understanding the eBook Employment Law 20032004
  - The Rise of Digital Reading Employment Law 20032004
  - Advantages of eBooks Over Traditional Books
2. Identifying Employment Law 20032004
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Employment Law 20032004
  - User-Friendly Interface
4. Exploring eBook Recommendations from Employment Law 20032004
  - Personalized Recommendations
  - Employment Law 20032004 User Reviews and Ratings
  - Employment Law 20032004 and Bestseller Lists
5. Accessing Employment Law 20032004 Free and Paid eBooks

- Employment Law 20032004 Public Domain eBooks
  - Employment Law 20032004 eBook Subscription Services
  - Employment Law 20032004 Budget-Friendly Options
6. Navigating Employment Law 20032004 eBook Formats
    - ePub, PDF, MOBI, and More
    - Employment Law 20032004 Compatibility with Devices
    - Employment Law 20032004 Enhanced eBook Features
  7. Enhancing Your Reading Experience
    - Adjustable Fonts and Text Sizes of Employment Law 20032004
    - Highlighting and Note-Taking Employment Law 20032004
    - Interactive Elements Employment Law 20032004
  8. Staying Engaged with Employment Law 20032004
    - Joining Online Reading Communities
    - Participating in Virtual Book Clubs
    - Following Authors and Publishers Employment Law 20032004
  9. Balancing eBooks and Physical Books Employment Law 20032004
    - Benefits of a Digital Library
    - Creating a Diverse Reading Collection Employment Law 20032004
  10. Overcoming Reading Challenges
    - Dealing with Digital Eye Strain
    - Minimizing Distractions
    - Managing Screen Time
  11. Cultivating a Reading Routine Employment Law 20032004
    - Setting Reading Goals Employment Law 20032004
    - Carving Out Dedicated Reading Time
  12. Sourcing Reliable Information of Employment Law 20032004
    - Fact-Checking eBook Content of Employment Law 20032004
    - Distinguishing Credible Sources
  13. Promoting Lifelong Learning
    - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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