

# Employment Rights Act 2025 (ERA): Employer Readiness Checklist

April 2026 Edition

We set out below some practical actions employers should take to ensure compliance with the first phase of the ERA reforms.

## Day one rights: update policies and processes

- Update policies to reflect revised entitlements to:
  - Statutory sick pay
  - Paternity leave
  - Unpaid parental leave
  - New bereavement leave provisions
- Ensure these rights are applied consistently across the workforce
- Brief managers and HR teams on the changes

## Record-keeping obligations: ensure compliance

- Check that systems record:
  - Holiday entitlement and usage
  - Holiday pay calculations
  - Payments in lieu on termination
- Identify any gaps and update HR and payroll systems accordingly
- Set up or improve processes to facilitate the retention of records for six years

## Workplace concerns and whistleblowing: review reporting routes

- Update whistleblowing policies to expressly refer to sexual harassment
- Ensure processes for raising, documenting and investigating concerns are clear
- Check accessibility of policies for all staff

## Redundancy and financial exposure: reassess risk

- Review collective redundancy consultation processes
- Identify potential exposure areas in large scale redundancy scenarios
- Assess the economic impact of the increased protective award (now up to 180 days' pay) when planning

## Trade unions and enforcement: monitor developments

- Review internal awareness of the simplified union recognition process
- Monitor workforce relations for potential impact
- Keep up to date with developments regarding the remit of the Fair Work Agency

## Immediate priority actions

- Train HR and payroll teams regarding new processes and entitlements, including in relation to the updating of internal policies
- Refresh training on whistleblowing processes and ensure managers are equipped to handle sensitive concerns appropriately
- Begin forward planning for the next phases of ERA reforms, including the forthcoming overhaul of unfair dismissal law and the management of employment tribunal litigation risk.

The April 2026 changes mark the first phase of a wider programme of reform. Further developments later in 2026 and into 2027 are expected to significantly increase employer obligations and potential exposure. We will continue to share updates as these reforms take effect.

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## Contacts

This document is intended to provide a first point of reference for current developments in aspects of the law. It should not be relied on as a substitute for professional advice. If advice on a particular circumstance is required, please contact your Boodle Hatfield lawyer or one of the lawyers listed below:



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