NELSONS

Business Law | Personal Law | Investment

Rail Forum: HR Leaders Group Meeting

Wednesday 2nd July 2025

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Presented by:

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Introduction to Nelsons

Nelsons was formed in 1983 in a small office in Nottingham and since then has grown to become one of the leading law firms in the East Midlands with offices in Derby, Leicester and Nottingham providing expert support and advice to businesses, individuals and families with their legal and investment needs.

At Nelsons, we look to empower our clients, give them a voice, fight for them, help them seek justice and steer them through the complex issues they face. Our core values form the backbone of how we aim to go about delivering our services and living out our purpose. The desire to push ourselves forward to better serve our clients has been a constant throughout our evolution.

In May 2023, Nelsons joined Lawfront which was a strategic move for us to realise the bold and ambitious plans we'd set out to achieve; and to ensure we continue to offer our clients the best possible service.







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The Employment Rights Bill

Members of the House of Lords concluded their detailed scrutiny of the Employment Rights Bill at committee stage on Tuesday 24 June.

The Employment Rights Bill aims to update and enhance existing employment rights, make provision regarding pay and conditions in particular sectors, as well as make reforms in relation to trade union matters and industrial action.

Major topics of the bill include:

- zero hours contracts
- fire and rehire
- flexible working
- unfair dismissal

Proposed Changes

Members speaking on day eleven of committee stage put forward amendments (changes) on subjects including:

- determination of harassment
- reporting on the impact of expanding the right to legal aid in employment tribunals
- establishing a review of enforcement of labour market legislation
- AI in recruitment and employment.

Next steps

Report stage, a further chance to closely scrutinise elements of the bill and make changes, is scheduled to begin on Monday 14 July.

The hope was that the Bill could be passed before Parliament's summer recess, which begins on 22 July.

In the meantime, here are some of the ways to "get your house in order" …

1. Do exit interviews

One of the most drastic pieces of reform in the Bill is the doubling of the time in which an employee can bring a tribunal claim – from three to six months.

2. Upskill managers

The introduction of day-one unfair dismissal rights also means ensuring managers can handle performance conversations.

3. Audit worker status

Take stock of the systems and policies you already have in place.

4. Update payroll systems

Statutory sick pay will be payable from the first day of sickness under the legislation, and eligibility will extend to lower earners.

Parental and paternity leave, as well as unpaid parental leave, will also become day-one rights, and bereavement leave is set to be expanded.

5. Get ahead on third-party harassment

Decency and respect applies to customers, clients and contractors and getting ahead will help your compliance with the Worker Protection Act, as well as upcoming duties around third-party harassment.

6. Prepare for contract changes

Changes to collective redundancy rules mean that the maximum protective award doubles to 180 days' pay from 90 per employee, creating considerable financial risk for organisations that get this wrong.

7. Build mediation capabilities

The Bill will grant Trade Unions a statutory right to access workplaces for recruitment, organising and collective bargaining.

This includes the introduction of e-balloting, doubling the expiry period of ballot mandates and reduced notice periods for industrial action.

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Questions?

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