



MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

WEEK 8

10 MARCH 2025

Our seminar with Sedulo **'Planning Your Business Future'** is fast approaching this **Thursday 13 March!** Don't miss this opportunity to learn about succession planning and exit strategies, [register here](#).

Check out our full **2025 seminars and events calendar** below, including upcoming **Mental Health First Aid courses**. Daniel's video breaks down the latest changes to **Statutory Sick Pay**. We discuss the further amendments to the **Employment Rights Bill** – stay up to date on what it means for you.



UPCOMING EVENTS



THE MEDIA HUB



THE LEGAL ALTERNATIVE



WHAT'S GOING ON

UPCOMING EVENTS

Seminars & Events

We're excited to share our 2025 seminar and events line-up! Our **free events** are tailored to offer something for everyone – take a look below to see what we have to offer:

👉 [Register here](#)

UPCOMING
EVENTS



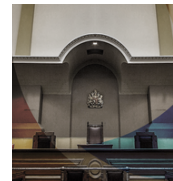
**13 Mar, 8:30 AM – 10:00 AM |
Sedulo Leeds Office**
*Planning Your Business
Future with Sedulo*



**20 Mar, 4:00 PM – 6:00 PM |
The Madisson, Bradford**
*Chadwick Lawrence
Corporate Charity Iftar*



**27 Mar, 8:30 AM – 10:00 AM |
Chadwick Lawrence
Wakefield Office**
*Conducting a Disciplinary
on Harassment*



**8 May, 8:15 AM – 11:15 AM |
Headingley Stadium Leeds**
*Health & Safety Mock Trial
with Lighthouse*



**15 May, 8:30 AM – 10:00 AM |
Headingley Stadium Leeds**
*Creating a Culture of
Equality, Diversity & Inclusion*

Mental Health Awareness Sessions

We're partnering with **Tailored Learning Solutions** to offer accredited Mental Health First Aid courses at our **Wakefield office**:

23–24 April | 25–26 June | 24–25 September

Details & booking: [Tailored Learning Solutions](#)
For more information, email: carolgledhill@chadlaw.co.uk



➤ [Watch here](#)

THE MEDIA HUB

Statutory Sick Pay: Changes Confirmed

Government has responded to the recent consultation around changes to Statutory Sick Pay (SSP), confirming that a flat percentage rate of earnings will be paid to employees whose pay is below the lower earnings limit. We discuss this alongside the removal of three waiting days before SSP is paid, and pick up on other themes arising from the consultation.

THE LEGAL ALTERNATIVE PODCAST

New Year, New Podcast

What's New?

- New Name & Logo – A fresh new look, same content.
- Now in Video – We're going visual, so you can watch as well as listen.
- More Interactive – We want to involve you. Every episode will feature a Q&A segment, so **send in your questions**—whether it's about employment rights or you want to know Sam & Nils' favourite sports team, we're here to answer anything.



➡ *Listen here*

We'll be relaunching **next week**. Got a question for Sam & Nils? Please email boxhr@chadlaw.co.uk.

WHAT'S GOING ON

Understanding the Amendments to the Employment Rights Bill

Last week the Government introduced a number of amendments to the Employment Rights Bill.

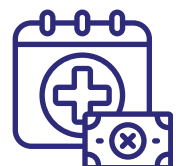
Published back in October 2024, the Bill contained a number of significant proposals to Employment Rights, including a day-one right to protection from unfair dismissal, limits on 'exploitative' zero-hour Contracts and a duty on employers to take 'all reasonable steps' to prevent sexual harassment.

Whilst much of the reporting of the government's amendments to the Bill have suggested a potential crisis looming for business, on review, the amendments to the Bill are largely expected. The amendments haven't substantially touched the 'big-hitters' of day-one right or zero hour Contracts and haven't introduced a 'Right to Disconnect' as many business leaders had feared. Instead, the amendments primarily deal with SSP, agency workers, and trade-union rights.

We've summarised the key amendments to the Bill below, and what they might mean for businesses.

More workers now eligible for SSP:

- More workers will now be eligible for Statutory Sick Pay (SSP). Currently, there is a 'lower earnings limit' for workers to receive SSP.
- Those who earn less than £123 per week are not currently eligible for SSP. However, the amendment to the Bill proposes to expand eligibility to lower-paid workers who earn less than £123 per week.
- The Bill also proposes to eliminate 'waiting days', making SSP payable on the first day of sickness.
- Daniel discusses these proposed changes to SSP, the impact for employers, and how to prepare yourself for these changes in this week's MMD video.



Enhanced penalties for 'fire and rehire':

- The Bill proposes to address the practice of employers abusing 'fire and rehire' practices.
- 'Fire and rehire' is the term used for the practice where an employer wants to make changes to an employee's terms of employment, but the employee does not consent. The employer then terminates their employment and re-engages them on new terms.
- This amendment increases the 'protective award' for employees who are terminated and then reengaged on new terms without consultation from 90 to 180 days' pay.
- This does not prevent employers from being able to amend employees' contractual terms where necessary, but seeks to prevent employers from abusing this practice.



Extending Trade Union rights:

- Unsurprisingly, the amendments to the Bill strengthen Trade Unions' rights to call industrial action.
- The amendments reduce the notice period required for industrial action from 14 days to 10 days. They also extend the validity period for a strike mandate from 6 months to one year. This will enable longer periods of industrial action.



An extension to parental bereavement leave:

- Under Existing UK Employment Law, parents are entitled to take bereavement leave where they have lost a child or suffered a stillbirth after 24 weeks.
- However, the amendment to the Act proposes to extend Parental Bereavement Leave to employees who have suffered pregnancy loss before 24 weeks. Under this amendment, mothers and partners who have suffered pregnancy loss will be entitled to up to 2 weeks' of bereavement leave.



A significant omission: the right to disconnect:

- The amendments to the Bill were anticipated to contain a 'Right to Disconnect'. This right would have enabled employees to ignore work-related communication outside of office hours. This right has already been introduced in several European countries with the view to addressing employee burnout.
- However, business leaders have raised concerns about the potential strain this could have on operations, and the proposal is notably absent from the amendments to the Bill.



Additional amendments

The amendments also include an enhancement to the protective award for companies that fail to collectively consult during a redundancy period, an extension of rights for workers working under 'umbrella companies' and a broadening of the proposed zero-hour workers' rights to agency workers.

What employers should do

Whilst much of the reporting of the amendments to the Bill has resulted in concern for employers, employers should not panic. One of the more significant proposals, the 'Right to Disconnect', has been omitted, and the key amendments are to SSP, trade unions, and agency workers.

The Bill has not yet received assent, and the majority of its content will not come into force until at least Autumn 2026. This gives employers ample time to review their Handbooks and policies, to out new policies and procedures in place and to make strategic decisions about their workforce planning.

CONTACT US



EMAIL

boxhr@chadlaw.co.uk



LINKEDIN

www.linkedin.com/company/employment-law-chadwick-lawrence-llp/



TWITTER

@YorkshireLegal



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Yorkshire's Legal People

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Our mailing address is:
Chadwick Lawrence LLP Dock Street Leeds, West Yorkshire LS10 1LX United
Kingdom