

# HR Policy Update Guide: Preparing for the Employment Rights Bill

This guide helps dental practices update their HR policies in line with the Employment Rights Bill reforms.

## Policy Areas to Review

- Leave Policies: Incorporate day-one parental and paternity leave.
- Sick Pay: Adjust for removal of waiting days and earnings limit.
- Whistleblowing: Strengthen protections and update procedures.
- Dismissal: Prepare for day-one unfair dismissal protections.
- Harassment: Ensure all reasonable steps are taken to prevent workplace harassment.

## Policy Wording Tips

- Include variation clauses in contracts to allow for future changes in terms.
- Update disciplinary and grievance procedures to reflect extended tribunal claim periods.
- Add clauses for flexible working and bereavement leave in line with new statutory rights.

## Performance Management Guidance

- Review probation policies.
- Conduct regular performance reviews.
- Document development plans and outcomes.

## Communicating Changes to Staff

- Hold team briefings or training.
- Share updated policies and explain implications.
- Provide access to HR support for questions.

## Need help updating your policies?

If you're an iTeam member using our HR policies, you don't need to make these updates yourself; we'll do the work for you. You'll be notified when changes are ready, and simply need to adopt them.

## Not using iTeam yet?

- iTeam helps dental and veterinary practices simplify HR and policy management with powerful, intuitive software.
- Dental teams also benefit from expert HR support and ready-to-use resources - giving them extra confidence in staying compliant.

