

Employment Rights Bill: Timeline & Action Checklist for Dental & Healthcare Practices

This checklist outlines the key phases of the Employment Rights Bill reforms and the actions healthcare practices should take to stay compliant.

Phase 1 – April 2026

- ✓ Day-One Paternity & Parental Leave:
Update leave policies and inform staff.
- ✓ Statutory Sick Pay Reform:
Remove waiting days and lower earnings limit; adjust payroll systems.
- ✓ Fair Work Agency Launch:
Familiarise yourself with guidance and support materials.
- ✓ Expanded Whistleblower Protections:
Train managers and update policies.
- ✓ Electronic Balloting for Industrial Action:
Update union engagement protocols.

Phase 2 – October 2026

- ✓ Ban on Fire and Rehire: Mandatory consultation before contract changes. Begin consultation processes for contract changes.
- ✓ Extended Tribunal Claim Period: From 3 to 6 months post-termination. Update dismissal procedures and documentation.
- ✓ Sexual Harassment Protections: Employers must take all reasonable steps. Update training and policies
- ✓ Agency Worker Rights: Review contracts and ensure guaranteed hours based on a 12-week reference.

Phase 3 – 2027

- ✓ Day-One Protection from Unfair Dismissal: Review probation and performance management policies.
- ✓ Enhanced Protections for Pregnant Workers: Six months post-return protection.
- ✓ Bereavement Leave Becomes Statutory. Update leave policies.
- ✓ Flexible Working Access Expanded. Review flexible working policies.



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What you should do now

- ☐ Review contracts and policies.
- ☐ Begin performance reviews and probation planning.
- ☐ Budget for potential cost implications.
- ☐ Stay informed: Use trusted HR partners like iTeam to stay ahead of updates

Worried about staying compliant?

iTeam members using our HR policies don't need to worry about manual updates. We'll handle all the changes and notify you when they're ready; just adopt them when prompted.

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.



[Visit our dedicated page to learn more](#)