

## Employment Rights Act 2025 *Compliance Checklist*

This checklist is designed to help you think through the documentation you may need to update ahead of the changes coming into effect from April 2026. please get in touch with the MJV Consulting Team and we'll be happy to help.

### Sickness Absence Policy (SSP)

- If the current sick pay policy states that SSP is provided from Day 4, then this will need to be amended
- Remove any references to the three-day waiting period for SSP
- Remove the lower earnings limit requirement
- Communicate and Confirm SSP entitlement for all employees regardless of earnings
- State SSP eligibility from day one of sickness absence

### Paternity Leave Policy

- Ensure there is clarity on the distinction between paternity leave entitlement (Day one) and statutory pay eligibility (still requires 26 weeks' service).
- Remove the 26-week qualifying period for leave
- Confirm to all staff that paternity leave is now a day-one right
- Allow paternity leave after shared parental leave
- Update shared parental leave policy accordingly

### Parental Leave Policy

- Remove one-year service requirement
- Confirm that parental leave is now available from day one

### Anti-Bullying & Anti-Harassment Policy

- Commit to taking all reasonable steps to prevent harassment
- Include liability for third-party harassment
- Put in place proactive measures (e.g. training, risk assessments)
- Add Sexual Harassment to your Whistleblowing policy
- Include robust reporting and response procedures

### Probation Policy

- With the new legislation, consider reducing your probation period to less than six months