

WEBINAR: ADVISING CLIENTS ON THE EMPLOYMENT RIGHTS BILL

THURSDAY 12 MARCH 2026 – 11:00 – 12:00

Webinar details: The platform is **Zoom** and can be viewed on a mobile, tablet, laptop or PC. The link to join will be emailed to you nearer the time. It would be helpful to download Zoom on to your device beforehand - the app is Zoom Cloud Meetings. Please note that it may not be possible to access your video and microphone if you are remote accessing your office computer - you may want to forward the link.

Cost: £40 – Member and Associate Members of BDLS/Trainee Solicitor
£60 – Non-Member of BDLS

Booking Reference: 673

CPD: 1

SRA Competence: B [SRA | Statement of solicitor competence | Solicitors Regulation Authority](#)

This session will provide an overview of the main employment law reforms in the Government's flagship Employment Rights Bill, with a specific focus on areas that are likely to be most relevant to the day-to-day operations of most employers, regardless of size or sector.

Specifically, we will look at what is coming into law, what is subject to further consultation and the questions and issues being raised by HR practitioners and in-house lawyers.

- Brief introduction and overview: The Employment Rights Bill and how we got here
- The Big Three:
 - Enhanced dismissal protections – unfair dismissal rights after 6 months, collective redundancies and restricting “fire and rehire”
 - Flexible working
 - Anti-harassment measures and NDAs
- Other significant changes
 - Family-friendly rights
 - Zero-hours / low hours contracts and agency workers
 - Statutory sick pay: Removal of waiting period and lower earnings limit
 - Extending limitation periods
 - Trade union reforms
- The timetable: What do employers need to be preparing for now?

Speaker Profile:

This webinar will be presented by **DOMINIC HOLMES**. Dom qualified as a solicitor in 2005 and has practised exclusively in employment law for 20 years. He advises employers of all sizes and has particular expertise in supporting businesses with resolving sensitive workplace disputes, grievance and disciplinary investigations and senior level hires and exits. He writes and speaks regularly on employment law and future of work issues. Dom is based in Bournemouth. Before joining Kilgannon & Partners in January 2024, he spent most of his career in London, including several years as Head of Employment at Taylor Vinters. He is a member of the Employment Lawyers Association's Training Committee and author of “A Practical Guide to TUPE and Employee Transfers”.



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