

Employment Hero: Supporting UK businesses preparing for the Employment Rights Act 2025

The Employment Rights Act 2025 introduces wide-ranging changes that will affect every stage of the employee lifecycle, from onboarding and pay, to working patterns, leave, dismissal and record-keeping.

With reforms being phased in from 2026 through to 2027, compliance is no longer a one-off exercise. Employers will need the right systems, processes and support in place to keep up as the law continues to evolve.

That's where Employment Hero can help.

Employment Hero helps UK employers manage compliance with confidence by bringing together HR expertise, compliant processes and technology in one place.



HR ADVISORY SUPPORT YOU CAN RELY ON

Employment Hero's HR Advisory team works directly with employers to:

- Interpret new legislation and explain what it means in practice.
- Update policies and contracts in line with legal changes.
- Support complex situations such as dismissals, restructures and workplace issues.
- Help reduce risk through proactive, compliant decision-making.

