



Brigitte Weaver Shares Thoughts on Proposed UK Employment Rights Bill

October 23, 2024

Employment Litigation and Counseling Senior Associate Brigitte Weaver recently spoke with *HR Magazine*, *Workplace Wellbeing Professional* and *Onrec* regarding the Labour Government's introduction to Parliament of a new Employment Rights Bill that includes nearly 30 changes from their "Plan to Make Work Pay" platform. The Bill includes changes related to unfair dismissal, family leave, enhanced rights for women in work, sick pay, flexible working and minimum wage, among others. While there is no information on when and how many of the reforms will be put into practice, Brigitte indicated that signs point to 2026.

Brigitte noted that enhanced family leave is a significant improvement, stating, "Introducing enhanced family leave rights including rights to paternity, unpaid parental and bereavement leave from day one of employment... will likely improve work-life balance, ensuring that employees can feel secure when facing critical life events."

Questions surround flexible working, particularly what it means to make it "the default where this is practical." Brigitte added, "Interestingly, there will only be guidance (but not legislation!) on Labour's big manifesto pledge of "the right to switch off" which prevents employees from being contacted out of hours (except in exceptional circumstances)."

Changes to statutory sick pay (SSP) are also seen as a win for employees. Brigitte stated, "It's good news for employees, particularly women, who tend to be disproportionately affected by the three-day waiting period."

"[Employment Rights Bill: HR reacts](#)," *HR Magazine*, October 11, 2024

"[A Healthier Future? The Mental Health Benefits of Enhanced Sick Pay and Family Leave Rights](#)," *Workplace Wellbeing Professional*, October 11, 2024

"[Comments from the industry: Employment Rights Bill](#)," *Onrec*, October 11, 2024

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