

Employment law changes

Practical actions for adult social care

What is changing, what it could look like in a care setting, and what to do now

Meet your expert speaker...



Sonia Rai | Founder & Director, Nectar HR

- *Seasoned HR Professional*
- *Over 25 years experience*
- *Expert in Employment law and CQC/regulated industries*
- *Pet hate: generic, off the shelf HR*



Today's focus

Four changes, four care-setting scenarios, and five actions to take away

01

Day one rights

02

Trade union reforms

03

Fair Work Agency

04

Harassment prevention

The lens throughout: fair process, good records, early conversations and confident managers.

Why this matters in adult social care

The same reform can affect recruitment, safeguarding, staffing, payroll and employee relations

PEOPLE

PROCESS

RECORDS

CULTURE

Good compliance should support good care, not sit separately from it.

PART 1

Day One Rights

*SSP, Paternity Leave, Parental Leave, Bereavement Leave,
Flexible Working.*

What is changing, what could it look like in care, and what should managers do now?

WHAT IS CHANGING?

Greater scrutiny of decisions made early in employment, with employers expected to show fair and consistent processes from the beginning.

WHAT MANAGERS SHOULD DO NOW

- Make recruitment decisions robust and use accurate job descriptions.
- Strengthen induction and set clear standards from the outset.
- Use formal probation checkpoints, not one end-date conversation.
- Document concerns, feedback, support and agreed next steps.
- Keep contracts and policies up to date.

Probation cannot compensate for recruitment mistakes.

PART 2

Trade Union Reforms

Access, Informing and Balloting

Trade Union Reforms

What is changing, what could it look like in care, and what should managers do now?

WHAT IS CHANGING?

A stronger focus on trade union rights and collective engagement means managers need to understand the basics and respond constructively.

WHAT MANAGERS SHOULD DO NOW

- Improve staff forums and consultation routes.
- Encourage speaking up before concerns escalate.
- Train managers in constructive dialogue and listening.
- Understand basic trade union rights and seek advice early.
- Avoid hostile or retaliatory responses to collective concerns.

Good communication is the strongest protection against conflict.

PART 3

The Fair Work Agency

The executive agency to enforce workers rights

The Fair Work Agency

What is changing, what could it look like in care, and what should managers do now?

WHAT IS CHANGING?

Increased enforcement activity around workplace rights will expose inconsistent practices and incomplete records.

WHAT MANAGERS SHOULD DO NOW

- Review payroll processes and deductions from wages.
- Audit holiday pay and sleep-in arrangements.
- Check sponsored worker compliance.
- Maintain accurate working time and staff records.
- Run periodic HR compliance audits and track actions.

Prevention is far cheaper than responding to an investigation.

PART 4

Harassment Prevention

All reasonable steps for sexual harassment, and third-party harassment

Harassment Prevention

What is changing, what could it look like in care, and what should managers do now?

WHAT IS CHANGING?

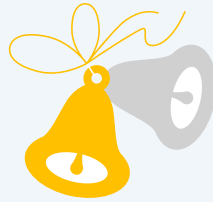
Employers need to take proactive, reasonable steps to prevent workplace harassment and address risks from third parties as well as colleagues.

WHAT MANAGERS SHOULD DO NOW

- Refresh policies, training and reporting routes.
- Include lone-working and third-party risks in assessments.
- Encourage early reporting and protect confidentiality.
- Investigate concerns appropriately and record actions.
- Set expectations with service users, families and visitors.

Be able to show what you did to prevent harm, not only how you reacted.

Five things to do before Christmas



A focused action plan for registered managers and senior leaders

- 01 — Review recruitment and probation**
- 02 — Train managers on early intervention**
- 03 — Audit payroll and employment compliance**
- 04 — Refresh harassment prevention and reporting**
- 05 — Complete an ERA readiness review**

The providers who act now will be ahead.



The ones who don't will be catching up, under pressure, after something has gone wrong.

ERA Ready Audit

A practical audit of ERA Readiness

Led and completed by Nectarhr

- Reviewing current policies, processes and documentation.
- Identifying compliance gaps and areas of risk.
- Assessing management and operational readiness.
- Prioritising the actions required before key changes take effect.
- Providing a clear, practical improvement plan.

Contact us for pricing & dates



How can Nectar support you?



A range of bespoke solutions to fit your service, and budget.

Practical advice – helping you decide what to do when an employee issue arises.

Early intervention – addressing concerns before they become grievances, claims or wider workplace problems.

Process guidance – supporting you through absence, performance, disciplinary, grievance, flexible working and family-leave matters.

Templates and documentation – providing the correct letters, meeting guidance, checklists and records.

Risk management – identifying when a situation has legal, equality, wellbeing or employee-relations implications.

Further training and coaching – building your confidence to manage conversations fairly and consistently.



Participation Bonus

Receive a free **HR Health Check**

*A bespoke report that will highlight your risk and priority issues and
broken down into easy to digest recommendations.*



or call with one of
consultants.



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