

The BDBF Podcast: Employment Rights Act 2025 – Changes to unfair dismissal

In this episode of The BDBF Podcast, BDBF partners [Claire Dawson](#) and [Paula Chan](#) examine the sweeping reforms to unfair dismissal law coming into force on 1 January 2027 under the Employment Rights Act.

They explore exactly how the new framework will work on the ground, the expected surge in tribunal claims, the real-world impact of uncapped awards, why settlement strategies will need a serious rethink and the wider ripple effects on tribunals and public sector employers alike.

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