

Acas statement on the governments fire and rehire consultation

5 February 2026

The Employment Rights Act 2025 will introduce new protections to prevent unscrupulous fire and rehire practices.

The government's consultation is looking at whether specific contract changes should fall under the scope of the new law change. Get further information from the open consultation [Make Work Pay: fire and rehire – changes to expenses, benefits, and shift patterns \(GOV.UK\)](#).

Acas Chief Executive, Niall Mackenzie, said:

"The Employment Rights Act 2025 aims to end unscrupulous fire and rehire practices. Employers should contact Acas for advice before considering this type of action.

"This new consultation will look at whether some specific contract changes, such as shift patterns and expenses, should come within scope of the new law change and we encourage employers and workers to take part."

[Get more advice on dismissal and rehire](#) (also known as fire and rehire)

Media enquiries

[Contact the Acas press office](#)