EMPLOYMENT RIGHTS BILL IMPLEMENTATION ROADMAP

SLAUGHTER AND MAY/

KEY: Timeline entry · Expected consultation

IMPLEMENTATION AT ROYAL ASSENT OR SOON AFTERWARDS:

- Repeal of Strikes (Minimum Service Levels) Act 2023 and most of Trade Union Act 2016.
- Simplification of industrial action notices and industrial action ballot notices.
- Protections against dismissal for taking industrial action.

APR 2026

- Fair Work Agency established.
- Day-one paternity leave and unpaid parental leave.
- Collective redundancy maximum protective award doubled from 90 to 180 days' pay.
- Sexual harassment whistleblowing protections implemented.
- Statutory Sick Pay – removal of Lower Earnings Limit and waiting period.
- Simplification of trade union recognition process; electronic and workplace balloting.
  Consultation: Autumn 2025
- Gender pay gap and menopause action plans (voluntary only until 2027).

OCT 2026

- Fire and rehire changes (dismissal for failure to agree contractual variation).
  Consultation: Autumn 2025
- Requiring employers to take "all reasonable steps" to prevent sexual harassment of employees (*Note: 2027 for steps that are to be regarded as "reasonable" – see below).
- Introducing employer liability for third party harassment.
- Strengthening trade unions' right of access in the workplace.
- Enhanced protections for trade union representatives.
- Enhanced protections for workers against detriments for taking industrial action.
  Consultation: Winter 2025/early 2026
- Duty to inform workers of their right to join a trade union; strengthening of trade unions' right of access.
  Consultation: Autumn 2025
- Employment tribunal time limits increase from three to six months.
- Measures to ensure the fairer allocation of tips
  Consultation: Winter 2025/early 2026.

2027

- Day-one right to protection from unfair dismissal for all employees.
  Consultation: Summer/ Autumn 2025, including on the dismissal process in the statutory probation period
- Zero hours contracts - Guaranteed Hours Offers.
  Consultation: Autumn 2025
- Collective redundancy – new collective consultation threshold.
  Consultation: Winter/ early 2026
- Power to enable regulations to specify steps that are to be regarded as "reasonable", to determine whether an employer has taken all reasonable steps to prevent sexual harassment.
- Enhanced protections from dismissal for pregnant women and new mothers returning from maternity leave.
  Consultation: Autumn 2025
- Gender pay gap and menopause action plans become mandatory (*Note: Implementation of the gender pay gap outsourcing measure will depend on related measures in the draft Equality (Race and Disability) Bill.)
- A statutory right to bereavement leave, including for those who suffer pregnancy loss before 24 weeks.
  Consultation: Autumn 2025.
- Flexible working changes.
  Consultation: Winter/early 2026
- Blacklisting.
  Consultation: Winter/early 2026
- Regulation of umbrella companies.
  Consultation: Autumn 2025