2026 Implementation Roadmap

Day-one paternity leave and unpaid parental leave

Fair Work Agency established

Apr 2026

Protections against dismissal for taking industrial action

Simplification of industrial action notices and industrial action ballot notices

Repeal of Strikes (Minimum Service Levels) Act 2023 and most of Trade Union Act 2016

Implementation at Royal Assent or soon afterwards

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

Gender pay gap and menopause action plans (voluntary only until 2027)

Oct 2026

Fire and rehire changes (dismissal for failure to agree contractual variation)

Requiring employers to take "all reasonable steps" to prevent sexual harassment of employees

Introducing employer liability for third party harassment

Note: These dates are not binding and may be subject to change

More developments to come in 2027 including changes to unfair dismissal

Measures to ensure the fairer allocation of tips

Employment tribunal time limits increase from three to six months

Duty to inform workers of their right to join a trade union; strengthening of trade unions' right of access

Enhanced protections for workers against detriments for taking industrial action

Enhanced protections for trade union representatives

Strengthening trade unions' right of access in the workplace