Employment Rights Act 2025 Implementation Roadmap

Future dates are indicative and subject to change

Implementation at Royal Assent or 18 Feb:

- 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

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

Aug 2026

- 25 August: Electronic and workplace balloting (other than in respect of recognition and derecognition ballots, which will be in 2027).

Oct 2026

- 1 October: Employment tribunal time limits increase from three to six months.
- 30 October: 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).
- 30 October: Introducing employer liability for third party harassment.
- 30 October: Strengthening trade unions' right of access in the workplace.

By the end of 2026

- 30 October: Enhanced protections for trade union representatives.
- 30 October: Enhanced protections for workers against detriments for taking industrial action.

Jan 2027

- Measures to ensure the fairer allocation of tips.
- 1 January: Unfair dismissal qualifying period reduced to six months, and compensation cap removed.
- 1 January: Duty to inform workers of their right to join a trade union.

2027

- Fire and rehire changes (dismissal for failure to agree contractual variation).
- Zero hours contracts – Guaranteed Hours Offers.
- Collective redundancy – new collective consultation threshold.
- NDAs: regulations to prevent misuse in cases of workplace harassment or discrimination.
- 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.
- Gender pay gap and menopause action plans become mandatory.
- A statutory right to bereavement leave, including for those who suffer pregnancy loss before 24 weeks.
- Flexible working changes.
- Extending blacklisting protections.
- Electronic and workplace balloting (in respect of recognition and derecognition ballots).
- Regulation of umbrella companies.