

Employment Rights Act roadmap

October 2025

- Repeal of the Strikes (Minimum Service Levels) Act 2023.
- Repeal of the great majority of the Trade Union Act 2016 (some provisions will be repealed later).
- Removing 10-year ballot requirement for trade union political funds.
- Simplifying industrial action and ballot notices.
- Protections against dismissal for taking industrial action.

April 2026

- Collective Redundancy Protective Award doubled.
- Day 1 pat leave and unpaid parental leave.
- Removal of the SSP waiting period and LEL.
- Fair Work Agency body established.
- Whistleblowing protections.
- Simplifying trade union recognition process.
- Electronic and workplace balloting.
- Reporting sexual harassment will amount to a protected disclosure for the purposes of whistleblower protection.

October 2026

- Fire and Rehire banned.
- Requirement to take “all reasonable steps” to prevent sexual harassment in the workplace.
- Introducing obligation on employers not to permit the harassment of their employees by third parties.
- Employment tribunal time limits.
- Duty to inform workers of right to join a trade union.
- Extending protection against detriments for taking industrial action.

2027

- Gender Pay Gap and Menopause Action Plans.
- Enhanced dismissal protections for pregnant women and new mothers.
- Guidance on what steps will help determine whether an employer has taken all reasonable steps to prevent sexual harassment.
- Changes to collective consultation threshold for collective redundancies.
- Changes to flexible working.
- Changes to bereavement leave.
- Ending zero hours contracts and applying same measures to agency workers.
- Regulation of umbrella companies.
- Parental leave review recommendations expected.
- *2027: 6 month qualifying period for unfair dismissal protection.*
- *2027: Removal of unfair dismissal cap.*