

Employment Rights Act roadmap

25 August 2026

- Electronic and workplace balloting for statutory trade union ballots.

01 October 2026

- ET time limits increase.

30 October 2026

Harassment measures:

- “All” reasonable steps to prevent sexual harassment.
- Obligation on employers not to permit the harassment of their employees by third parties.
- Power to make regs specifying evidence-based steps to prevent sexual harassment (i.e. employer guidance).

Trade union measures:

- Duty to inform workers of right to join a trade union.
- Strengthened rights for trade unions to access workplaces.
- New rights and protections for trade union representatives.
- Extending protection against detriments for taking industrial action.
- Implementing reforms to access and unfair practices during the recognition and derecognition process, and all remaining trade union recognition measures, including freezing the bargaining unit when an application is received.

January 2027

- Reduction of unfair dismissal qualifying period to 6 months, for dismissals from 1 January 2027, and uncapping compensatory awards.
- Fire and Rehire changes.

Expected 2027

- Non-disclosure agreements (NDAs): regulations to prevent misuse of NDAs re workplace harassment or discrimination.
- Gender Pay Gap and Menopause Action Plans (mandatory).
- Enhanced dismissal protections for pregnant women and new mothers.
- Collective redundancy – collective consultation threshold.
- Changes to flexible working.
- Changes to bereavement leave (inc pregnancy loss).
- Ending zero hours contracts (inc agency workers).
- Regulation of umbrella companies.
- New industrial relations framework.
- Electronic and workplace balloting for recognition and derecognition ballots.