

Employment Rights Act roadmap

Upon Royal Assent

18 December 2025

- Repeal of the Strikes (Minimum Service Levels) Act 2023.

18 February 2026

- Repeal of the great majority of the Trade Union Act 2016 (some provisions will be repealed later).
- Simplifying industrial action and ballot notices.
- Removing 10-year ballot requirement for trade union political funds.

April 2026

- Collective Redundancy Protective Award doubled from 90 to 180 days.
- Day 1 paternity / unpaid parental leave.
- Removal of the SSP waiting period and LEL.
- Fair Work Agency set up.
- Simplifying trade union recognition process.
- Electronic balloting.
- Sexual harassment disclosure protected as whistleblowing.

October 2026

- “All” reasonable steps to prevent sexual harassment.
- Obligation on employers not to permit the harassment of their employees by third parties.
- ET time limits increase (no earlier than Oct 2026).
- Duty to inform workers of right to join a trade union.
- Access to workplace rights for trade unions.
- Extending protection against detriments for taking industrial action.

2027

- 6 month qualifying period for unfair dismissal protection and removal of unfair dismissal cap.
- Gender Pay Gap and Menopause Action Plans.
- Enhanced dismissal protections for pregnant women and new mothers.
- Guidance on steps to help determine whether an employer has taken all reasonable steps to prevent sexual harassment.
- Collective redundancy consultation threshold changes.
- Changes to flexible working.
- Changes to bereavement leave.
- Ending zero hours contracts (inc agency workers).
- Regulation of umbrella companies.
- Parental leave review recommendations expected.
- New industrial relations framework.
- Fire and Rehire changes (originally expected Oct 26)