

Employment Rights Act 2025

Roadmap for Implementation

The table below shows the Government's intended timeline for the implementation of the wide-ranging provisions in the Employment Rights Act 2025.

Overall, it is expected to take at least two years for the full Act to come into effect.

The information below is based on the current position at time of printing and may be subject to change.

December 2025

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

February 2026

Repeal of the majority of the Trade Union Act 2016.

Removal of the 10-year ballot requirement for trade union political funds.

Simplification of industrial action notices and industrial action ballot notices.

Introduction of extended protections against dismissal for taking industrial action.

April 2026

Collective Redundancy	Doubling the maximum of the collective redundancy protective award from 90 days' pay to a maximum of 180 days' pay.
Statutory Sick Pay	The removal of the lower earnings limits and three-day waiting period. This means that the lowest earners will be eligible for Statutory Sick Pay (SSP) from their first day of sickness.
Prevention of Sexual Harassment	Whistleblowing protections for protected disclosures regarding sexual harassment.

Trade Unions	Simplifies the trade union recognition process.
Strengthened Employment Rights	The establishment of the Fair Work Agency (April 7th).
Paternity and Parental Leave	Removal of service requirement for paternity leave and parental leave.

August 2026

Electronic and workplace balloting reforms

October 2026

Employment Tribunals	Extension of employment tribunal time limits from three months to six months (1st October). For breach of employment claims in Scotland this will be implemented 9 November 2026.
Trade Unions	Greater protections and new rights for trade union representatives (30th October). Extended protections against detriments for taking industrial action (30th October). Strengthening trade unions' right of access and the requirement for employers to provide workers with a written statement informing them of their right to join a trade union upon commencement of employment (30th October).
Prevention of Sexual Harassment	Employers will need to show that they have taken ALL reasonable steps to prevent sexual harassment (30th October). Obligation for employers to not permit the harassment of their employees by third parties (30th October).
Regulatory Changes in the Social Care Sector	Regulations to establish the Fair Pay Agreement Adult Social Care Negating Body (during October).
Procurement	Two tier code (during October)

December 2026

Commencement of Mandatory Seafarers' Charter.

End of 2026

Tips	Strengthening of tip laws.
-------------	----------------------------

January 2027

Unfair Dismissal	Removal of the 2-year service clause for unfair dismissal claims. (Jan 1st).
	Employees covered after 6 months of continuous service. (Jan 1st).
	Retrospectively applies to all employees that have reached the threshold at the implementation date (Jan 1st).
	Removal of compensation caps for unfair dismissal claims. (Jan 1st).
Fire and Rehire	Restrictions on employer's use of fire and rehire to limited circumstances.
Trade Unions	Requirement for employers to provide workers with a written statement informing them of their right to join a trade union upon commencement of employment

Sometime in 2027

Flexible Working	Employers must have an explanation on why it was reasonable for refusing a flexible working request.
Trade Unions	Introduction of a modern framework for industrial relations and blocklisting provisions.
Zero Hours Contracts	Offers zero-hour, low hour and agency workers guaranteed hours contracts, reflecting their usual working hours with notice or compensation for shift changes.
Further Sexual Harassment Protections	Specifies all the "reasonable" steps that will help determine the measures employers should take to prevent sexual harassment.
	Serves as an enforcement criterion to assess whether an employer has taken all reasonable steps.
Pregnant Workers	Enhanced protections and rights for pregnant workers and new mothers.
	Bereavement Leave Introduction of unpaid bereavement leave, which will also cover miscarriages before the 24th week of pregnancy.
Bereavement Leave	Introduction of unpaid bereavement leave, which will also cover miscarriages before the 24th week of pregnancy.
Gender Pay Gap and Menopause	Introduction of mandatory gender pay gap and menopause action plans.
Umbrella Companies	Tighter regulations to be implemented for umbrella companies.
Collective Consultations	Introduction of new thresholds in collective redundancy situations.
Harassment and Discrimination	Restrictions on the use of confidentiality clauses relating to harassment or discrimination in NDAs.