

Employment Rights Act Roadmap

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The Employment Rights Act 2025 will bring the biggest shift to employment law in decades. Below is a summary of the key changes and when they're expected to come into force.

18 December 2025

- The Employment Rights Bill passes, becoming the Employment Rights Act 2025
- The Strikes (Minimum Service Levels) Act 2023 is repealed

18 February 2026

- Repeal of the majority of the Trade Union Act 2016, including changes to industrial action balloting processes, political funds, and picketing rules

1 April 2026

- Repeal of the majority of the Trade Union Act 2016, including changes to industrial action balloting processes, political funds, and picketing rules

6 April 2026

- Collective redundancy protective awards for failure to consult doubles from 90 to 180 days' gross pay
- Day one right to paternity and parental leave, plus ability to take paternity leave immediately after shared parental leave
- Whistleblowing protections widened to include claims of sexual harassment
- New requirement to retain records demonstrating compliance with statutory holiday pay and annual leave entitlements for six years
- Removal of the lower earnings limit (LEL) for statutory sick pay (SSP); employees earning below the previous LEL receive 80% of normal weekly earnings, or the SSP flat rate, whichever is the lower
- SSP payable from the first full day of absence (three waiting days removed)
- Repeal of further elements of the Trade Union Act 2016, including simplifying recognition and balloting processes
- Voluntary Equality Action Plans (for employers with 250+ staff) covering gender pay gaps and menopause support
- Menopause guidance

7 April 2026

- Introduction of the Fair Work Agency, a new body that will enforce certain statutory rights (phased introduction)

August 2026

- Electronic and workplace balloting for statutory Trade Union ballots

October 2026

- Creation of the Fair Pay Agreement Adult Social Care Negotiating Body (England)
- New requirement to consult workers to ensure fair tip allocation and review their tipping policy every three years
- New duty to take “all reasonable steps” to prevent sexual harassment
- New duty to prevent third-party harassment
- New requirement to inform workers of their right to join a Trade Union
- Strengthened Trade Union access rights
- New rights and protections for Trade Union reps
- Extended protections against detriments for taking industrial action
- Ending of two-tier workforces by mandating 'no less favourable' treatment for staff involved in public sector outsourcing (applies to transferring employees and supplier's original workforce)
- Employment Tribunal time limits extended from three to six months (not before October 2026)

1 January 2027

- Protection from unfair dismissal after six months (down from two years)
- Removal of unfair dismissal cap
- Dismissals for refusing contract changes relating to ‘restricted variations’ (‘fire and rehire’) automatically unfair

Sometime in 2027

- Mandatory Equality Action Plans (for employers with 250+ staff)
- Stronger dismissal protections for pregnant workers and those on or returning from family leave
- Specifying steps that are to be regarded as “reasonable” to determine whether an employer has taken “all reasonable steps” to prevent sexual harassment
- Development of a modern industrial relations framework
- Updated protections against blacklisting for Trade Union membership or activity
- Changes to the threshold for collective redundancy consultation
- New requirement for flexible working refusals to be reasonable
- New statutory entitlement to bereavement leave, including pregnancy loss
- Regulation of umbrella companies
- Ban on exploitative zero-hour contracts and protections extended to agency workers
- New right to be paid if a shift is cancelled, moved or cut short by an employer
- New right to reasonable notice of shifts and to compensation if this is not given
- Electronic and workplace balloting for recognition and derecognition ballots



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Last updated: 12 February 2026. For the latest information, see the government's [Implementation Roadmap](#).