



Employment Rights Act 2025 – key dates

February 2026

Trade unions – simplification of ballot requirements, notice required for industrial action reduced to 10 days, industrial action mandates valid for 12 months, simplification of picketing requirements, enhanced protection against dismissal for taking protected industrial action

April 2026

- Day 1 right to paternity leave and unpaid parental leave
- Changes to statutory sick pay
- Disclosures relating to sexual harassment protected under the whistleblowing legislation
- Trade unions – simpler recognition processes
- Increase in maximum protective award for failing to comply with collective redundancy consultation requirements
- Obligation to maintain annual leave records for six years
- Establishment of the Fair Work Agency

October 2026

- Trade unions – increased rights of access, duty to inform employees of right to join a union, protection against detriment for taking protected industrial action, additional rights for representatives
- The limitation period for most employment tribunal claims will be extended from three to six months
- Enhanced protection against harassment
- Requirement for employers to take ‘all reasonable steps’ to prevent sexual harassment of their employees
- Obligation on employers not to permit the harassment of their employees by third parties
- Tightening of tipping laws

2027 (implementation date unconfirmed unless stated)

- Unfair dismissal - reduction in qualifying period to six months and abolition of cap on compensation (1 January)
- Clampdown on fire and rehire (1 January)
- Additional rights to bereavement leave
- Gender pay gap action plans mandatory
- Clampdown on use of NDAs in cases of discrimination and harassment
- Improved access to flexible working arrangements
- Enhanced dismissal protections for pregnant women & new mothers
- Changes to zero-hours contracts
- Changes to collective redundancy thresholds
- Umbrella company regulation
- Blacklisting