

EMPLOYMENT RIGHTS ACT 2025 IMPLEMENTATION DATES

Measures Already in Effect (December 2025)

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

18 February 2026 – Trade Unions & Industrial Relations

- Repeal of most of the Trade Union Act 2016 (simplifying union requirements).
- Removal of the 10-year ballot requirement for union political funds.
- Simplified industrial action and ballot notices.
- Protections against dismissal for taking industrial action.
- 'Day 1' Paternity Leave and Unpaid Parental Leave notice eligibility begins.

6 April 2026 – Family Leave, SSP & Protective Awards

- Increased maximum protective award for collective redundancy consultation failures.
- 'Day 1' Paternity Leave and Unpaid Parental Leave.
- Strengthened whistleblowing protections (including sexual harassment).
- Bereaved Partners' Paternity Leave – expanded rights.
- Statutory Sick Pay (SSP) – removal of Lower Earnings Limit and waiting period.
- Optional employer action plans on gender equality and menopause support.
- Simplified trade union recognition process.

7 April 2026 – Fair Work Agency

- Establishment of the Fair Work Agency, a key body to help oversee fair work practices.

No Earlier Than August 2026

- New rules on electronic and workplace balloting for statutory trade union ballots may take effect from August 2026.

October 2026

- Regulations to establish the Fair Pay Agreement Adult Social Care Negotiating Body in England.
- Introduction of a procurement two-tier code - requires public sector bodies and their contractors to ensure that new staff hired to deliver an outsourced public service are employed on terms that are broadly comparable to those of staff who transferred in under TUPE.
- Tightening tipping law.
- Employer duty to inform workers of their right to join a trade union.
- Strengthening trade unions' access rights.
- Employer obligation to take **all reasonable steps** to prevent sexual harassment of employees.
- Obligation on employers not to permit harassment by third parties.
- Regulations to define reasonable steps for preventing sexual harassment.
- Measures on unfair practices in trade union recognition and protections for union representatives.

- Extended protections for detriment related to industrial action.

No Earlier Than October 2026

- Employment tribunal claim time limits extended to six months for all claims (from current three months).

December 2026

- Commencement of the Mandatory Seafarers' Charter.

January 2027 – Unfair Dismissal & Fire and Rehire

- Reduction of the unfair dismissal qualifying period to six months for dismissals from 1 January 2027.
- Uncapping of compensatory awards in unfair dismissal cases.
- New protections relating to fire and rehire practices.

Measures Scheduled Throughout 2027

- Mandatory employer action plans on gender equality and menopause support.
- Enhanced dismissal protections for expecting and new mothers.
- Extending protections against blacklisting.
- Flexible working reforms.
- Ending exploitative use of zero-hours contracts.
- Expanded ballot and recognition/derecognition protections.
- Industrial relations framework reforms.
- Regulation of umbrella companies.
- Changes to collective redundancy consultation thresholds.

For further information on any of the measures listed above, please contact us on 02380 011234 or email one of the team:

Laurence Dunn – laurencedunn@dcemployment.co.uk

Laura Jamieson – laurajamieson@dcemployment.co.uk

Gemma Ward – gemmaward@dcemployment.co.uk

Holly Ashton – hollyashton@dcemployment.co.uk