

Employment Rights Act: Roadmap 2026-2027

A guide to the planned implementation times for the sweeping changes to come as a result of the Employment Rights Act 2025.

To receive regular updates on the Act and details of resources and training available subscribe to our [Employment Law Briefing](#).

In December 2025 the Employment Rights Act became law. The following measures will take place right away.

DEC
2025

- Repeal of the Strikes Act 2023
- Repeal of most of the Trade Union Act 2016
- Removal of 10-year ballot requirement for trade union political funds
- Simplifying industrial ballot and action notices
- Protections against dismissal for taking industrial action

APR
2026

- Doubling the maximum period of the collective redundancy protective award
- 'Day 1' Paternity Leave and Unpaid Parental Leave
- Whistleblowing protections
- Fair Work Agency body established
- Statutory Sick Pay – remove the Lower Earnings Limit and waiting period
- Simplifying trade union recognition process
- Electronic and workplace balloting

OCT
2026

- Fire and rehire
- Bringing forward regulations to establish the Fair Pay Agreement Adult Social Care Negotiating Body
- Procurement - two-tier code
- Tightening tipping law
- Duty to inform workers of their right to join a trade union
- Strengthen trade unions' right of access
- Requiring employers to take "all reasonable steps" to prevent sexual harassment of their employees
- Introducing an obligation on employers not to permit the harassment of their employees by third parties
- New rights and protections for trade union reps
- Employment tribunal time limits
- Extending protections against detriments for taking industrial action

• Commencement of the Mandatory Seafarers Charter

DEC
2026

- Gender pay gap and menopause action plans (introduced on a voluntary basis in April 2026)
- Rights for pregnant workers
- Introducing a power to enable regulations to specify steps that are to be regarded as "reasonable", to determine whether an employer has taken all reasonable steps to prevent sexual harassment
- Blacklisting
- Industrial relations framework
- Regulation of umbrella companies
- Collective redundancy – collective consultation threshold
- Flexible working
- Bereavement leave
- Ending the exploitative use of Zero Hours Contracts and applying ZHC measures to agency workers
- Protection against unfair dismissal after first 6 months