

# + EMPLOYMENT RIGHTS ACT 2025

Some of these changes will be subject to consultation and secondary legislation\*

## April 2026

### What's changing?

- + Doubling the protective award (from 90 - 180 days)
- + Day 1 paternity leave and parental leave
- + Flexibility on paternity and shared parental leave
- + SSP paid from day 1 of sickness
- + Fair Work Agency to be established
- + TU recognition rules simplified
- + Sexual harassment disclosure to be a protected disclosure for whistleblowing



## February 2026

### What's changed?

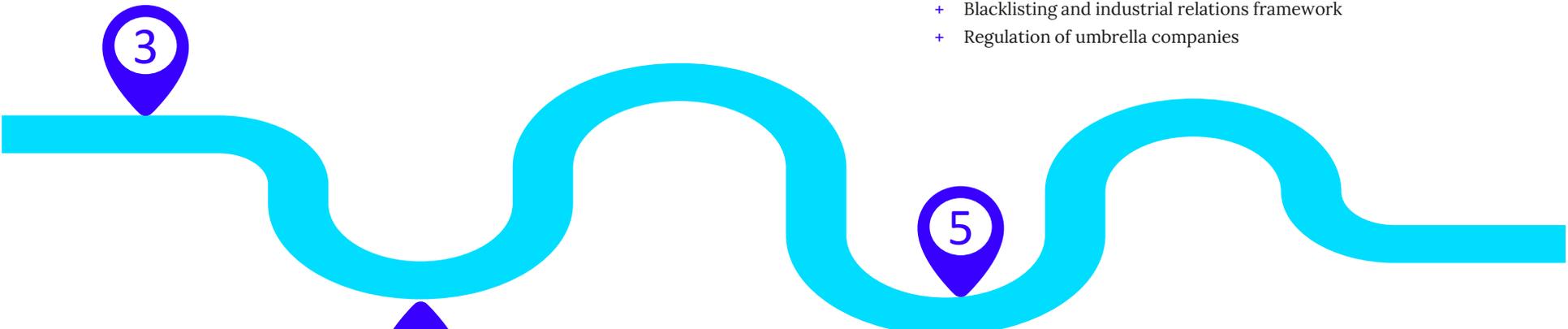
- + Repealing most of the Trade Union Act 2016 (on strikes)
- + Simplifying industrial action and ballot notices
- + Increased dismissal protection for industrial action
- + Changes to notice requirements for industrial action  
extension of industrial action mandate from 6 to 12 months



## October 2026

### What's changing?

- + “All” reasonable steps to prevent sexual harassment and liability for third party harassment
- + ET time limits increase to 6 months
- + Employers will need to consult on their tips policy
- + Trade union changes – access to workplace rights and right to join a trade union



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## January 2027

### What's changing?

- + Unfair dismissal service requirement will be 6 months
- + Removal of the cap on unfair dismissal compensatory awards
- + A ban on the use of fire and rehire

## 2027 Onwards

### What's changing?

- + Gender pay gap outsourcing measures
- + Collective redundancy consultation threshold
- + Flexible working requests – refusal must be reasonable and explained
- + Equality action plans
- + Enhanced protection for maternity returners
- + Guaranteed hours and shift scheduling – notice requirements
- + One-week unpaid bereavement leave to be a day 1 right
- + Blacklisting and industrial relations framework
- + Regulation of umbrella companies

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