

EMPLOYMENT RIGHTS BILL ROADMAP: AT A GLANCE

Planned Implementation Date	Key Measures
Post Royal Assent (Expected Autumn 2025)	<ul style="list-style-type: none">• Repeal of Strikes (Minimum Service Levels) Act 2023<ul style="list-style-type: none">◦ Removes power to impose minimum service levels during strikes• Repeal of parts of Trade Union Act 2016<ul style="list-style-type: none">◦ Scraps strike ballot turnout thresholds; halves notice of industrial action to employers from 14 to 7 days• Greater protection from dismissal related to industrial action
April 2026	<ul style="list-style-type: none">• Increased penalty for failure to collectively consult<ul style="list-style-type: none">◦ Doubling of the protective award from 90 to 180 days' pay• Day One Family Rights<ul style="list-style-type: none">◦ Removal of length of service requirements for parental and paternity leave• Whistleblowing Protections<ul style="list-style-type: none">◦ Stronger safeguards; sexual harassment will now qualify as whistleblowing• Fair Work Agency established<ul style="list-style-type: none">◦ New body to enforce employment standards - detail TBC• Statutory Sick Pay Reforms<ul style="list-style-type: none">◦ No lower earnings limit; no 3 day waiting period• Union Recognition Reforms<ul style="list-style-type: none">◦ Digital and workplace ballots allowed; process simplified
October 2026	<ul style="list-style-type: none">• 'Fire-and-rehire' ban - Legal restrictions and new statutory code of practice• Fair Pay Body for Social Care<ul style="list-style-type: none">◦ New negotiating body to be established for pay and conditions• Tipping Laws - 100% of tips and service charges must go to workers• Increased employer duties to protect workers from harassment<ul style="list-style-type: none">◦ Employers will be obliged to take ALL reasonable steps to prevent sexual harassment and also to prevent ALL types of third party harassment• Tribunal Time Limits<ul style="list-style-type: none">◦ Claimants will have longer to bring claims - time limit extends from 3 to 6 months for most claims• Trade Union Developments<ul style="list-style-type: none">◦ Improved rights for unions to organise and access workplaces◦ Employer duty to inform workers of their right to join a trade union

Planned Implementation Date	Key Measures
2027	<ul style="list-style-type: none">• Day One Unfair Dismissal Rights<ul style="list-style-type: none">◦ Employees will be protected from unfair dismissal from day 1. This will be subject to an 'initial period of employment' during which a 'lighter touch' dismissal procedure is required. Consultation and detail to follow.• Zero Hours Reform<ul style="list-style-type: none">◦ Protections for workers on zero and low hours contracts, including compensation for cancelled shifts and the right to a more predictable working pattern.• Bereavement Leave - day one right<ul style="list-style-type: none">◦ Right to at least one week of unpaid bereavement leave for employees (statutory parental bereavement remains paid)• Pregnancy and Maternity Protections<ul style="list-style-type: none">◦ Wider protections from dismissal for those who are pregnant, or on/returning from family leave. Employers will only be able to dismiss in limited circumstances and will need to take specific steps.• Mandatory Action Plans<ul style="list-style-type: none">◦ Gender pay gap and menopause action plans required for large employers (only voluntary from April 2026)• Umbrella Company Regulations<ul style="list-style-type: none">◦ Umbrella companies will be defined and regulated by the Employment Agency Standards Inspectorate.
Latest Developments July 2025	<p>New amendments were proposed on 7 July 2025. These are listed below. Note: they are not all government-backed, therefore not all of them will proceed:</p> <ul style="list-style-type: none">• Miscarriage: parental bereavement leave to be extended to those who suffer a miscarriage before 24 weeks of pregnancy• Banning NDAs including confidentiality clauses in Settlement Agreements which silence details of harassment and discrimination at work• Proposals to soften the fire and rehire provisions• Possible further whistleblowing and zero hours changes

The Government will consult on many of these reforms from summer 2025 through to early 2026. Watch this Space!

Please [contact us](#) if you would like more details and advice