

Employment Rights Bill 2025 Roadmap

The Government's "roadmap" published on 1 July 2025 outlines when the proposed changes are expected to take effect. This is subject to change, and delays are likely given the scale of the reforms.

We have summarised some of the key changes on the right, but encourage businesses to review the full roadmap [here](#).



To take effect at Royal Assent (expected September/October 2025) or shortly afterwards:

- Repeal of the Strikes (Minimum Service Levels) Act 2003
- Repeal of the great majority of the Trade Union Act 2016
- Simplifying industrial action notices and industrial action ballot notices
- Protections against dismissal for taking industrial action



April 2026

- Collective redundancy protective award to increase
- Day 1 Paternity Leave and Unpaid Parental Leave
- Whistleblowing protection
- Fair Work Agency body established
- Lower earnings limit and waiting period to be removed from Statutory Sick Pay
- Trade Union recognition process to be simplified



October 2026

- Ban on fire and re-hire practices
- Duty to inform workers of their right to join a trade union
- Requiring employers to take "all reasonable steps" to prevent sexual harassment of their employees
- Introduction of 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



2027

- Mandatory requirement on gender pay gap and menopause action plans (introduced on a voluntary basis in April 2026)
- Enhanced protection for pregnant workers
- Collective consultation threshold
- Flexible working
- Bereavement leave (new statutory entitled introduced)
- Ending exploitive use of zero hours contracts
- Day 1 right protection from unfair dismissal