

Employment Rights Bill 2025 Roadmap

The Employment Rights Bill is expected to receive Royal Assent in late 2025 and introduce a phased implementation of new laws.



To take effect at Royal Assent (expected late 2025 or early 2026)

- 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

- 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

- Collective redundancy reform (originally set for April 2026)
- Ban on fire and re-hire practices
- Duty to inform workers of their right to join a trade union
- Harassment prevention duties - 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

- Reporting duties - Mandatory requirement on gender pay gap and menopause action plans (introduced on a voluntary basis in April 2026 before coming into force in 2027)
- Enhanced protection for pregnant workers
- Collective consultation threshold
- Flexible working