



# **Employment Rights Bill - Roadmap for implementation**

The Government released its “roadmap for delivering change” in July 2025, setting out planned implementation dates for the wide-ranging provisions of the Employment Rights Bill.

The table below shows current information on what is happening & when. Overall, it's expected to take at least 2 years for the provisions to come into effect.

Date	Measures that will come into effect
<b>At Royal Assent or shortly afterwards</b>	Repeal of the Strikes (Minimum Service Levels) Act 2023
	Repeal of the majority of the Trade Union Act 2016
	Removal of the 10-year ballot requirement for trade union political funds
	Simplification of industrial action notices and industrial action ballot notices
	Introduction of dismissal protections for taking industrial action
<b>April 2026</b>	Doubling the maximum collective redundancy protective award – from maximum 90 days' pay to maximum 180 days' pay
	Removal of service requirement for paternity leave and parental leave
	Whistleblowing protections for protected disclosures regarding sexual harassment
	Establishment of Fair Work Agency body
	Removal of Lower Earnings Limit and waiting period requirements for Statutory Sick Pay
	Simplification of trade union recognition process
	Electronic and workplace balloting reforms
<b>October 2026</b>	Restrictions on the use of fire and rehire unless in limited circumstances
	Requirement to inform workers of their right to join a trade union
	Requirement for employers to take “all reasonable steps” to prevent sexual harassment of their employees
	Obligation for employers to not to permit the harassment of their employees by third parties

## October 2026

Extension of employment tribunal time limits from three months to six months

Tightening of tip laws

Strengthening of trade unions' right of access

Introduction of new rights and protections for trade union representatives

Extension of the protections against detriments for taking industrial action

Introduction of regulations to establish the Fair Pay Agreement Adult Social Care Negotiating Body

## 2027

Removal of the two-year service requirement for ordinary unfair dismissal claims and the introduction of a statutory probation period

Requirement for employers to explain why it was reasonable to refuse a flexible working request

Introduction of regulations to specify steps that are to be deemed as "reasonable", to determine whether an employer has taken all reasonable steps to prevent sexual harassment

Requirement to offer zero-hour, low hour and agency workers a guaranteed hours contract reflecting their usual working hours and notice or compensation for changes to shifts

Introduction of unpaid bereavement leave, which will also cover miscarriages before the 24th week of pregnancy

Introduction of new collective consultation thresholds in collective redundancy situations

Extension of the rights and protections for pregnant workers

Introduction of an industrial relations framework and blacklisting provisions

Tighter regulation of umbrella companies

Mandatory gender pay gap and menopause action plans