Roadmap for the Employment Rights Bill 2025 - 2027

Repeal major parts of the Trade Union Act 2016.

Collective
Redundancies –
Protective award
period doubled.

Fair Work Agency:
Establishment of a new agency to oversee fair work practices.

Trade Union Recognition:

Simplified recognition

and digital/workplace

balloting systems.

October 2026

Trade Union Rights: Expanded rights provided. Pregnancy and
Maternity Rights:
New rights established
for pregnant workers.

Zero Hour Contracts: Protections against abuse introduced.

Repeal of the Strikes Minimum Service Levels Act 2023.

Statutory Sick Pay: Removal of lower earnings limit and waiting period. Fair Pay Agreement:
Launch of a negotiating
body for adult social care.

Tipping Laws : Stronger regulations introduced. Bereavement Leave:
New protections and
leave entitlements.

Awaiting

Introduce new April 2026 protections preventing dismissal for participating in industrial action.

Whistleblower
Protections:
Enhanced protections
implemented.

Fire-and-Rehire: Ban implemented.

Sexual Harassment :
Employer duty to take 'all reasonable steps' to prevent

2027

Umbrella Company Regulation : New regulatory framework to be established.

Par Right right

Parental Leave and Paternity Rights: Introduction of 'Day 1' rights for paternity and unpaid parental leave. Employer duty to ta reasonable steps' to harassment.

Gender Pay Gap and Menopause: Mandatory action plans voluntary from April 2026. Unfair Dismissal Rights: Introduction of 'Day 1' rights.