

OVERVIEW OF THE EMPLOYMENT RIGHTS BILL 2025 CHANGES & TIMELINE

LP

EXPECTED DATE OF COMMENCEMENT:	EXPECTED CHANGES:
18 December 2025 or soon afterwards¹	Trade Unions <ul style="list-style-type: none">• Repeal of the Strikes (Minimum Service Levels) Act 2023• Repeal of the great majority of the Trade Union Act 2016 (some provisions will be repealed via commencement order later though)• Simplifying industrial action notices and industrial action ballot notices• Protections against dismissal for taking industrial action
6 April 2026	<ul style="list-style-type: none">• Day one rights to paternity leave and unpaid parental leave• Removal of the lower earnings limit and waiting period for SSP• Doubling the maximum protective award from 90 to 180 days for breach of the collective redundancy consultation requirements• Whistleblowing protections• Establishment of the Fair Work Agency• Equality Action plans re gender pay gap and supporting employees through menopause² Trade Unions <ul style="list-style-type: none">• Simplifying the trade union recognition process• Electronic and workplace balloting
1 July 2026	<ul style="list-style-type: none">• Six months until a six-month qualifying period for protection from unfair dismissal is expected to come into force.³
1 October 2026	<ul style="list-style-type: none">• Extension of tribunal time limits to six months⁴• Fire and rehire⁵• Requirement for employers to take all reasonable steps to prevent sexual harassment• Requirement for employers to prevent third-party harassment of employees• Tightening of tipping laws⁶• Regulations to establish Fair Pay Agreement Adult Social Care Negotiating Body Trade Unions <ul style="list-style-type: none">• New rights and protections for trade union representatives• Duty to inform workers of their right to join a trade union⁷



	<ul style="list-style-type: none"> • Strengthening of trade unions' rights of access to workplaces • Two-tier procurement code for outsourced public sector workers • Extending protections against detriments for taking industrial action
1 January 2027	<ul style="list-style-type: none"> • Six-month qualifying period for protection from unfair dismissal to come into force⁸
2027	<ul style="list-style-type: none"> • Zero hours contracts measures for zero hours and low hours contract workers and agency workers, including the duty to offer guaranteed hours contracts, provide reasonable notice of shifts and pay compensation for cancelled, moved or curtailed shifts ⁹ • Introduction of reasonableness requirement to refuse flexible working requests¹⁰ • Day one right to bereavement leave¹¹ • Introduction of the power for regulations to be made specifying what steps are to be regarded as reasonable to determine whether an employer has taken all reasonable steps to prevent sexual harassment • Increased rights for pregnant workers¹² • New collective redundancy consultation threshold¹³ • Requirement for employers to produce equality action plans covering gender pay gap and menopause in the workplace <p>Trade Unions</p> <ul style="list-style-type: none"> • Strengthening protections against blacklisting • Industrial relations framework • Regulation of umbrella companies

1 The Employment Rights Bill is expected to receive Royal Assent on 18 December 2025 making it the Employment Rights Act 2025.

2 These are expected to be introduced on a voluntary basis in April 2026 and to become compulsory in 2027.

3 Businesses should start carrying out regular performance reviews with employees (especially those with less than 2 years' service). This is the last opportunity for businesses to ensure they are happy with their workforce before the new 6-month qualifying period for protection against unfair dismissal comes into force.

4 Whilst not directly related to the ERB, businesses should also be aware that as of 1 December 2025, the Acas early conciliation period can last for up to 12 weeks instead of 6.

5 We expect further details to be released in early 2026.

6 Consultations were expected to take place in Winter 2025 / early 2026. However, due to the delay with the ERB, it is more likely consultations will take place later next year now.

7 The closing date for trade union related consultations is 18 December 2025.

8 Amended unfair dismissal rights are now expected to come into force on 1 January 2027.

9 Consultation was expected to take place in Autumn 2025 but has been delayed.

10 Consultations were expected to take place in Winter 2025 / early 2026. However, due to the delay with the ERB, it is more likely consultations will take place later next year now.

11 Consultation is expected to close on 15 January 2026.

12 Consultation is expected to close on 15 January 2026.

13 Consultations were expected to take place in Winter 2026/early 2026. However, due to the delay with the ERB, it is more likely consultations will take place later next year now.

The content of this timeline is for general information only and does not constitute legal advice. It has been created based on information available in December 2025 and is subject to change. Specific legal advice should be taken in any specific circumstance.

