

Employment Rights Bill 2025

Implementation Timeline (October 2025)

Autumn 2025 (Post-Royal Assent)

- Repeal of Strikes (Minimum Service Levels) Act 2023
- Simplification of industrial action notices
- Unfair dismissal protection for employees involved in industrial action

April 2026

- Day-one rights for:
 - Statutory Sick Pay (SSP) (removal of lower earnings limit and waiting days)
 - Paternity leave and unpaid parental leave
- Launch of the Fair Work Agency (enforcement of labour standards)
- Doubling of collective redundancy protective award (from 90 to 180 days)
- Enhanced whistleblowing protections (sexual harassment counts as qualifying disclosure)

October 2026

- Fire-and-rehire restrictions
- New duties to prevent sexual harassment
- Extended employment tribunal claim time limits
- Boost to trade union access rights

During 2027

- Day-one unfair dismissal rights (with statutory probation period rules)
- Restrictions on zero-hours contracts
- Right to reasonable notice of shifts and shift changes
- Mandatory gender pay gap and menopause action plans
- Expanded flexible working rights
- Bereavement leave
- Change to collective redundancy consultation thresholds
- Regulation of umbrella companies