

# EMPLOYMENT RIGHTS ACT TIMELINE

## 18 February 2026

- the repeal of the great majority of the Trade Union Act 2016, thereby simplifying requirements on trade unions, including in relation to industrial action and political funds
- removing the 10-year ballot requirement for trade union political funds
- simplifying industrial action notices and industrial action ballot notices
- protections against dismissal for taking industrial action
- employees that are newly eligible for 'Day 1' Paternity Leave and Unpaid Parental Leave can give notice

## 1 April 2026

- the repeal of the levy that trade unions and employer associations pay to the Certification Officer

## 6 April 2026

- collective redundancy protective award – doubling the maximum period of the protective award
- 'Day 1' Paternity Leave and Unpaid Parental Leave
- whistleblowing – strengthening protections for workers who 'blow the whistle' on sexual harassment
- Bereaved Partners' Paternity Leave – (non-MWP measure) will enable bereaved fathers and partners to take up to 52 weeks of paternity leave if the mother or primary adopter dies within the first year of the child's life
- Statutory Sick Pay (SSP) – removing the Lower Earnings Limit (LEL) and waiting period
- action plans on gender equality and supporting employees through the menopause (voluntary)
- menopause guidance
- simplifying trade union recognition process

## 7 April 2026

- the establishment of the Fair Work Agency

## October 2026

- bringing forward regulations to establish the Fair Pay Agreement Adult Social Care Negotiating Body in England
- procurement – two-tier code
- tightening tipping law
- the duty to inform workers of their right to join a trade union
- strengthening trade unions' right of access
- requiring employers to take 'all reasonable steps' to prevent sexual harassment of their employees
- introducing an obligation on employers not to permit the harassment of their employees by third parties
- introducing a power to enable regulations to specify steps that are to be regarded as 'reasonable', to determine whether an employer has taken all reasonable steps to prevent sexual harassment
- unfair practices in the trade union recognition process
  - new rights and protections for trade union representatives
- extending protections against detriments for taking industrial action
- employment tribunal time limits

## December 2026

- commencement of the Mandatory Seafarers' Charter

## January 2027

- reduction of unfair dismissal qualifying period to 6 months, for dismissals from 1 January 2027, and uncapping compensatory awards
- fire and rehire protections

## 2027

- action plans on gender equality and supporting employees through the menopause (mandatory)
- enhanced dismissal protections for pregnant women and new mothers
- specifying steps that are to be regarded as 'reasonable', to determine whether an employer has taken all reasonable steps to prevent sexual harassment
- extending blacklisting protections
- industrial relations framework
- regulation of umbrella companies
- collective redundancy – collective consultation threshold
- flexible working
- bereavement leave including pregnancy loss
- introduction of the right to guaranteed hours and the right to reasonable notice and short notice payments
- recognition and derecognition ballots