

EMPLOYMENT RIGHTS ACT IMPLEMENTATION ROADMAP

SLAUGHTER AND MAY /

IMPLEMENTATION AT ROYAL ASSENT OR SOON AFTERWARDS:

APR 2026

Repeal of Strikes
(Minimum Service Levels)
Act 2023 and most of
Trade Union Act 2016.

Simplification of
industrial action notices
and industrial action
ballot notices.

Protections against dismissal
for taking industrial action.

Fair Work
Agency established.

Day-one paternity
leave and unpaid
parental leave.

NOTE: These dates are indicative and subject to change

OCT 2026

Introducing employer
liability for third
party harassment.

Requiring employers to take
“all reasonable steps” to
prevent sexual harassment of
employees (*Note: 2027 for
steps that are to be regarded
as “reasonable” – see below).

Fire and rehire changes (dismissal for
failure to agree contractual variation).

Gender pay gap and
menopause action plans
(voluntary only until 2027).

Simplification of trade union
recognition process; electronic
and workplace balloting.

Statutory Sick Pay –
removal of Lower Earnings
Limit and waiting period.

Sexual harassment
whistleblowing protections
implemented.

Collective redundancy
maximum protective
award doubled from
90 to 180 days’ pay.

Strengthening trade
unions’ right of access
in the workplace.

Enhanced protections
for trade union
representatives.

Enhanced protections for
workers against detriments for
taking industrial action.

Duty to inform workers of their right
to join a trade union; strengthening
of trade unions’ right of access.

Employment tribunal
time limits increase
from three to six
months.

Measures to ensure the
fairer allocation of tips

Unfair dismissal qualifying period
reduced to six months, and
compensation cap removed

Zero hours contracts -
Guaranteed Hours Offers.

2027

Regulation of
umbrella companies.

Blacklisting.

Flexible working changes.

A statutory right to bereavement
leave, including for those who
suffer pregnancy loss before 24
weeks.

Gender pay gap and menopause action
plans become mandatory (*Note:
Implementation of the gender pay gap
outsourcing measure will depend on
related measures in the draft Equality
(Race and Disability) Bill.)

Enhanced protections from
dismissal for pregnant women
and new mothers returning from
maternity leave.

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.

Collective redundancy –
new collective consultation
threshold.