

EMPLOYMENT RIGHTS BILL ROAD MAP

2025

After bill is passed

- Repeal of Strikes (Minimum Service Levels) Act 2023
- Repeal of majority of Trade Union Act 2016
- Enhanced protection against dismissal for taking industrial action

**APRIL
2026**

- 'Day one' rights for paternity leave & unpaid parental leave
- Launch of Fair Work Agency
- Doubling of the maximum period for protective awards (collective redundancies)
- Removal of lower earnings limit and waiting period for statutory sick pay
- Enhanced whistleblowing protections
- Trade union reforms: simplified recognition process and updated electronic/workplace balloting

**OCT
2026**

Employer obligations

- Ban on unfair 'fire and rehire' practices
- Tightening on tipping law
- Must take 'all reasonable steps' to prevent sexual harassment
- Additional employer liability for third-party harassment
- Enhanced protections for trade union representatives
- Protection against detriment for taking industrial action
- Changes to time limits for employment tribunal claims

2027

Further protections

- Enhanced dismissal protections for pregnant women and new mothers
- Right to claim unfair dismissal from 'day one'
- Protections for zero-hours workers
- Improved access to flexible working

2027

- Gender pay gap and menopause action plans
- Blacklisting
- Regulation of umbrella companies
- Bereavement leave
- Creation of a modern framework for industrial relations