

Employment Rights Act: timeline

	Workers' rights	Equality and Families	Collective and trade union rights
February 2026			Industrial action – balloting and notice requirements reduced
April 2026	SSP – removal of waiting period Fair Work Agency established Duty to keep holiday records	Paternity and unpaid parental leave become day one rights Gender pay gap and menopause action plans (voluntary) Sexual harassment became protected disclosure	Simplifying trade union recognition process Collective redundancy protective award doubles (to 180 days)
October 2026	Tribunal time limits extended to six months	Third party harassment Duty to prevent sexual harassment strengthened	Trade union rights of access
January 2027	Fire and rehire restrictions Unfair dismissal – qualifying service period reduced to 6 months and cap on compensation removed		Duty to inform workers of right to join trade union
April 2027		Compulsory gender pay gap and menopause action plans Bereavement leave	
2027	Zero/irregular hours workers' right to regular hours contract and notice of shifts/cancellation compensation	Confidentiality/NDA restrictions Flexible working reasonableness requirement Dismissal protection during pregnancy/family leave	Collective consultation for multiple site redundancies