

# Employment Rights Act: timeline

	Workers' rights	Equality and Families	Collective and trade union rights
<b>February 2026</b>			Industrial action – balloting and notice requirements reduced
<b>April 2026</b>	SSP – removal of waiting period Holiday and holiday pay record keeping requirements	Paternity and unpaid parental leave become day one rights Gender pay gap and menopause action plans (voluntary)	Simplifying trade union recognition process Collective redundancy protective award doubles (to 180 days)
<b>October 2026</b>	Tribunal time limits extended to six months	Third party harassment Duty to prevent sexual harassment strengthened	Duty to inform workers of right to join trade union Strengthening trade union rights of access
<b>January 2027</b>	Unfair dismissal – qualifying service period reduced to 6 months and compensation cap removed		Fire and rehire restrictions
<b>April 2027</b>		Compulsory gender pay gap and menopause action plans	
<b>2027</b>	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 Bereavement leave	Collective consultation for multiple site redundancies