

Employment Rights Bill: timeline

At a glance

	Workers' rights	Equality and Families	Collective and trade union rights
Late 2025			Industrial action – balloting and notice requirements reduced
April 2026	SSP – removal of waiting period Fair Work Agency established	Paternity and unpaid parental leave become day one rights Gender pay gap and menopause action plans (voluntary)	E-balloting for industrial action 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 Confidentiality/NDA restrictions	
January 2027	Fire and rehire restrictions Unfair dismissal – qualifying service period removed		
April 2027		Compulsory gender pay gap and menopause action plans	
2027	Zero/irregular hours workers' right to regular hours contract and notice of shifts/cancellation compensation	Flexible working reasonableness requirement Dismissal protection during pregnancy/family leave Bereavement leave	Collective consultation for multiple site redundancies