

2025

U.K. Employment Developments

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This calendar is for general guidance only and does not contain definitive advice.

JANUARY

06

- New Employment Tribunal (ET) Procedure Rules 2024 in force.

20

- ETs can uplift protective awards by up to 25% where employers unreasonably fail to follow Dismissal and Re-engagement Code of Practice or another relevant code of practice.

FEBRUARY

- Employment Rights (ER) Bill: union and collective rights.
 - Consider your strategy to avert and manage union recognition requests and new workplace access/other rights from 2026.
 - Most Trade Union Act 2016 restrictions on industrial action balloting/reporting will be lifted in 2025 – if unionised, prepare now.

MARCH

- Review family leave and flexible working policies/templates to be ready for changes under the ER Bill.
- New Practice Direction on the methods of presenting claims and responses to ETs to take effect this month.

17-23

- Neurodiversity Celebration Week.

APRIL

01

- National Living Wage rate for workers aged 21 and over increases to GBP12.21 from GBP11.44.

05

- Publication deadline for gender pay gap for private companies based on the snapshot date of 5 April 2024.
- ER Bill: do you need a gender equality plan for 2026 addressing any pay gap and support on menopause and menstrual issues?

06

- Employer NICs rate to increase to 15% from 13.8% and threshold for when NICs become payable to decrease to GBP5,000 from GBP9,100.
- Statutory rate increases (*new rates and effective dates still subject to confirmation).
- SSP increases to GBP118.75 from GBP116.75.
- Maximum limit on a week's pay for redundancy pay/unfair dismissal basic award to increase from GBP700*.
- Maximum redundancy payment/basic award to increase from GBP21,000*.
- Cap on unfair dismissal compensation to increase from GBP115,115*.
- New day one right to up to 12 weeks' neonatal care leave (with statutory pay, subject to eligibility conditions).

07

- Family pay rates increase to GBP187.18 from GBP184.03.

MAY

- ER Bill could be approved around now – most changes (except for the lifting of Trade Union Act 2016 restrictions) will take effect no earlier than 2026.

12-18

- Mental Health Awareness Week. This year's theme is "Community".

JUNE

- ER Bill: if you are proposing collective redundancies in 2026, how should you adapt your approach/templates given stricter obligations/penalties for consultation breaches?
- Pride Month

JULY

- Expect final PRA/FCA rules to simplify the UK banking remuneration regime – review/amend arrangements for financial years starting from 2026.
- Expect draft Equality (Race and Disability) Bill, providing for race/disability pay gap reporting.
- Review the steps taken to prevent sexual harassment to assess effectiveness and whether modifications are required.