

# UK Employment Rights Bill

## PLANNED TIMETABLE FOR KEY MEASURES AS AT 2 JULY 2025

MEASURE	CONSULTATION ALREADY UNDERTAKEN	PLANNED CONSULTATION	PLANNED EFFECTIVE DATE
Repeal of most restrictions under the Trade Union Act 2016	Yes		On Royal Assent or soon afterwards
Simplification of industrial action notices/ballot notices	Yes		On Royal Assent or soon afterwards
Protection against dismissal for taking industrial action	Yes		On Royal Assent or soon afterwards
Doubling of the maximum protective award for collective redundancy consultation breaches	Yes		April 2026
Day one rights to paternity leave and unpaid parental leave	A call for evidence has been launched as part of a wider review of parental leave and pay and of these changes		April 2026
Whistleblowing protections (presumably reports of sexual harassment becoming protected disclosures)			April 2026
Fair Work Agency body established			April 2026
Enhancements to SSP	Yes		April 2026
Simplification of trade union recognition process	Yes – on unfair practices in the recognition process	In Autumn 2025	April 2026
Electronic and workplace balloting		In Autumn 2025	April 2026
New restrictions around fire and rehire practices	Yes – on remedies for abuse of fire and rehire	In Autumn 2025	October 2026
Duty to inform workers of right to join a trade union		In Autumn 2025	October 2026

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Strengthening of trade unions' rights of access	Yes – on enforcement of access rights	In Autumn 2025	October 2026
"All reasonable steps" duty to prevent sexual harassment			October 2026  In 2027, a power will be introduced to make regulations specifying steps to be regarded as "reasonable"
Obligation not to permit third party harassment on any protected ground			October 2026
New rights and protection for trade union reps (Acas Code of Practice)		In Autumn 2025	October 2026
Employment tribunal time limits extended to six months			October 2026
Extended protections against detriment for taking industrial action		In Winter/early 2026	October 2026
Gender pay gap and menopause action plans			2027  Voluntary from April 2026
Increased rights for pregnant workers	A call for evidence has been launched as part of a wider review of parental leave and pay and of these changes	In Autumn 2025	2027
Industrial relations framework	Yes		2027
Regulation of umbrella companies		In Autumn 2025	2027
Collective redundancy – new collective consultation threshold		In Winter/early 2026	2027
Flexible working changes	See above as to the call for evidence and review	In Winter/early 2026	2027
Day one bereavement leave	See above as to the call for evidence and review	In Autumn 2025	2027

<b>MEASURE</b>	<b>CONSULTATION ALREADY UNDERTAKEN</b>	<b>PLANNED CONSULTATION</b>	<b>PLANNED EFFECTIVE DATE</b>
Protections for zero-hour workers	Yes – on the application of zero-hours contracts measures to agency workers	In Autumn 2025	2027
Day one unfair dismissal rights		In Summer/Autumn 2025	2027

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