

Imminent

Repeal of the Strikes (Minimum Service Levels) Act 2023 and major parts of the Trade Union Act 2016

New protections preventing dismissal for participating in industrial action

April 2026

Collective redundancy protective award - doubling maximum period

'Day 1' Paternity Leave and Unpaid Parental Leave

Increased whistleblowing protection

Fair Work Agency established

Statutory Sick Pay - removing the Lower Earnings Limit and waiting period

Simplified trade union recognition and electronic/ workplace balloting systems

October 2026

Severe restrictions on fire and rehire practices

Fair Pay Agreement Negotiating Body for adult social care established

Stronger tipping laws

Duty to inform workers of their right to join a trade union

Strengthen trade unions' right of access to workplaces

Requiring employers to take 'all reasonable steps' to prevent sexual harassment of their employees

Introducing an obligation on employers not to permit all types of harassment of their employees by third parties - e.g. by customers or clients

New rights and protections for trade union representatives

Increase of time limits for bringing all Employment Tribunal claims (except for breach of contract claims) from three months less one day to six months less one day

Extending protections against detriments for taking industrial action

2027

Mandatory gender pay gap and menopause action plans and reporting - introduced on a voluntary basis in April 2026

Increased rights for pregnant workers and protection for other forms of family leave - e.g. adoption, shared parental, neonatal care and bereavement leave

Introduction of standalone 'day 1' bereavement leave (unpaid)

Introducing a power to enable regulations to specify steps that are to be regarded as 'reasonable', to determine whether an employer has taken all reasonable steps to prevent sexual harassment

A package of trade union measures, including extended protection against detriments for taking industrial action and against 'blacklisting' of union members and representatives

Changes to regulation of umbrella companies

Collective redundancy - introduction of an additional threshold to trigger the obligation to collectively consult employees

Requirement for the refusal of any flexible working request to be 'reasonable'

Increased protections for zero hour workers

'Day 1' protection from unfair dismissal, subject to a statutory 'initial period'