



Human Resources



Do you employ staff?

Employment Law Update - July 2025

Employment Rights Bill

The Government have recently released its 'roadmap for delivering change', in which it sets out the planned implementation dates for the various provisions of the Employment Rights Bill. Overall, it is expected to take two years for the provisions to come into effect and we have outlined the expected planned implementation dates for you, below.

When the Bill receives Royal Assent (or shortly thereafter)

- Repeal of the Strikes (Minimum Service Levels) Acts 2023
- Repeal of the majority of the Trade Union Act 2016
- Removal of the 10-year ballot requirement for trade union political funds
- Simplification of industrial action notices and industrial action ballot notices
- Introduction of dismissal protections for taking industrial action

April 2026

- Doubling the maximum collective redundancy protective award – from maximum 90 days' pay to maximum 180 days' pay
- Removal of service requirement for paternity leave and parental leave
- Whistleblowing protections for protected disclosures regarding sexual harassment
- Establishment of a Fair Work Agency body
- Removal of Lower Earnings Limit and waiting period requirements for Statutory Sick Pay (SSP)
- Simplification of trade union recognition process
- Electronic and workplace balloting reforms

October 2026

- Restrictions on the use of 'fire and rehire', unless in limited circumstances
- Requirement to inform workers of their right to join a trade union
- Requirement for employers to take 'all reasonable steps' to prevent sexual harassment of their employees
- Obligation for employers to not to permit the harassment of their employees by third parties
- Extension of employment tribunal limits from three months to six months
- Tightening of tip laws
- Strengthening of trade unions' right of access
- Introduction of new rights and protections for trade union representatives
- Extension of the protections against detriments for taking industrial action

- Introduction of regulations to establish the Fair Pay Agreement Adult Social Care Negotiating Body

2027

- Removal of the two-year service requirement for unfair dismissal claims and the introduction of a statutory probationary period
- Requirement for employers to explain why it was reasonable to refuse a flexible working request
- Introduction of regulations to specify steps that are to be deemed as 'reasonable' to determine whether an employer has taken all reasonable steps to prevent sexual harassment
- Requirement to offer zero-hour, low hour and agency workers a guaranteed hours contract reflecting their usual working hours and notice or compensation for changes to shift
- Introduction of unpaid bereavement leave, and the extension of parental bereavement leave criteria to cover miscarriages before the 24th week of pregnancy
- Introduction of new collective consultation thresholds in collective redundancy situations
- Extension of the rights and protections for pregnant workers
- Introduction of an industrial relations framework and blacklisting provisions
- Tighter regulation of umbrella companies
- Mandatory gender pay gap and menopause action plans

We will provide you with further updates, as and when we know more details about the new provisions.

How can we Help?

If you have any queries relating to the content of this newsletter, or any other HR related topic, please don't hesitate to contact us via hradvice@hasslefreehr.co.uk.

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