



Human Resources



Do you employ staff?

Employment Law Update - February 2026

In this newsletter we confirm forthcoming legislation which will come into effect from 18 February 2026:

Trade Union Law

From 18 February 2026, in line with the Employment Rights Act 2025, the following changes to trade union law will come into effect:

- The requirement for a 40% support threshold (yes vote) to be met in industrial action ballots, in some public services, will be removed.
- The information which trade unions must include on an industrial action ballot voting paper will be reduced.
- The period after which an industrial action ballot ceases to be effective will increase from 6 months to 12 months.
- The information required on an employer notice of industrial action will be reduced. Specifically, trade unions will no longer need to provide the number of workers in each category, the number of workers at each workplace, or an explanation of how these figures were calculated.
- A new protection against detriment (any penalty short of dismissal) for taking industrial action will be introduced for workers.
- A new protection against dismissal for taking industrial action will be enhanced with the removal of the '12-week protected period', meaning that dismissal for taking industrial action will be automatically unfair, regardless of the strike's duration.

Paternity and Parental Leave

From 18 February 2026, employees who will become eligible for paternity and parental leave from 6 April 2026 will be able to give notice of their intention to take their leave from that date.

How can we Help?

If you have any queries relating to the content of this newsletter, or any other HR related topic, please do not hesitate to contact us via [hradvice@hasslefreehr.co.uk](mailto:hRADVICE@hasslefreehr.co.uk)

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