Employment Rights Act 2025: *your timeline*

Every key date for employers at a glance · Prepared by Keyne HR · Reviewed 13 October 2026

Please note: the Act is law but some parts still depend on Government consultations and regulations. Anything marked *Date set* or *Expected* is subject to Government review and could change, so always check against the Act itself. Keyne HR will keep this timeline updated.

IN FORCE Law now · DATE SET Date named, may change · EXPECTED No firm date yet

Already in force

What applies to your business today

18 DEC 2025 — The Act becomes law

IN FORCE

TRADE UNIONS	Minimum service levels for strikes scrapped

18 FEB 2026 — First trade union changes

IN FORCE

TRADE UNIONS	Most of the Trade Union Act 2016 repealed
TRADE UNIONS	Dismissal for lawful strike action is automatically unfair
TRADE UNIONS	Strike notice cut from 14 to 10 days

TO DO Brief managers on the new strike protections

6 APR 2026 — Sick pay, family leave and records

IN FORCE

PAY AND LEAVE	Sick pay from day one for all earners
PAY AND LEAVE	Day one paternity and parental leave
PAY AND LEAVE	Holiday records kept for six years
TRADE UNIONS	Simpler union recognition

TO DO Check payroll and family leave policies

7 APR 2026 — The Fair Work Agency opens

IN FORCE

ENFORCEMENT AND OTHER	New body enforcing holiday pay, sick pay and the minimum wage

25 AUG 2026 — Electronic union ballots

IN FORCE

TRADE UNIONS	Union members can vote online or at work

1 OCT 2026 — Six months to bring a claim

IN FORCE

DISMISSAL AND CONTRACTS	Tribunal time limit doubles from three to six months

TO DO Keep notes and records for longer

Coming next

What to prepare for

30 OCT 2026 — Harassment duty and union access

DATE SET

HARASSMENT AND EQUALITY	Stronger duty to prevent sexual harassment
HARASSMENT AND EQUALITY	Liability for harassment by customers
TRADE UNIONS	Union right of access to workplaces
TRADE UNIONS	New rights for union reps

TO DO Complete a harassment risk assessment and train managers

Late 2026 — Tipping policies

EXPECTED

PAY AND LEAVE	Consult staff before setting a tipping policy

1 JAN 2027 — Unfair dismissal after six months

DATE SET

DISMISSAL AND CONTRACTS	Protection after six months' service
DISMISSAL AND CONTRACTS	No cap on compensation
DISMISSAL AND CONTRACTS	Fire and rehire automatically unfair
TRADE UNIONS	Duty to tell staff they can join a union

TO DO Tighten probation and update starter paperwork

2027 DURING — The remaining changes

EXPECTED

HOURS AND FLEXIBLE WORKING	New flexible working test
HOURS AND FLEXIBLE WORKING	Guaranteed hours for zero hours workers
PAY AND LEAVE	Unpaid bereavement leave
DISMISSAL AND CONTRACTS	Stronger maternity protection
HARASSMENT AND EQUALITY	Harassment NDAs become void
HARASSMENT AND EQUALITY	Action plans for 250+ staff
TRADE UNIONS	Wider union protections

TO DO Review flexible working and zero hours contracts

Need a hand getting ready?

Book your free 30 minute HR chat. We'll tell you honestly where your business stands and what to do first.

BOOK YOUR FREE CHAT

General guidance rather than legal advice. Information is derived from the Employment Rights Act 2025 (legislation.gov.uk/ukpga/2025/36), with dates from the GOV.UK Employment Rights Act timeline update and Acas. Full detail at www.keynehr.co.uk/employment-rights-act-2025. Keyne HR Ltd, Company No. 15935383.