

# READY, SET, GO: ROADMAP FOR THE EMPLOYMENT RIGHTS BILL



## SHORT-TERM (AUTUMN 2025: ON OR AFTER ROYAL ASSENT)

- Repeal the Strikes (Minimum Service Levels ) Act 2023 and the majority of the Trade Union Act 2016
- Remove 10-year ballot requirement for TU political funds
- Simplify industrial action notices and industrial action ballot notices
- Protections against dismissal for taking industrial action

### TIMING TBC

- Ban on confidentiality clauses/NDAs that seek to prevent allegations or disclosures of information relating to work-related harassment or discrimination  
*(proposed Government amendment on 7 July 2025)*



**Expected in the draft  
Equality (Race and  
Disability) Bill (TBC)**

- ▲ Full right to equal pay for ethnic minorities and disabled people
- ▲ Mandate ethnicity and disability pay gap reporting for employers with 250+ employees
- ▲ New regulatory and enforcement unit for equal pay (with trade union involvement)
- ▲ Ensure outsourcing not used to avoid paying equal pay



## MEDIUM-TERM (APRIL 2026 / OCTOBER 2026)

### APRIL 2026

- Collective redundancy: Maximum period of protective award to double from 90 to 180 days
- Day 1 right to paternity leave and to unpaid parental leave
- Whistleblowing protections for those reporting sexual harassment
- Fair Work Agency established to enforce workers' rights
- Day 1 right to statutory sick pay (no 3-day waiting period and removal of lower earnings limit)
- Simplify trade union recognition process
- Electronic and workplace balloting

### OCTOBER 2026

- Ban on fire and rehire for restricted variations (e.g. reduction in pay or holiday, changes to hours) except where no alternative to remain viable
- Amend the Procurement Act 2023 to protect transferring workers on outsourcing contracts and introduce a two-tier workforce code of practice for outsourced workers

- Employers required to consult workers/any recognised trade union about the allocation of tips and gratuities
- New duty to inform new employees of right to join a union (and all staff on a regular basis) and require within written statement of particulars
- New rights for trade unions to access the workplace for recruitment and organising purposes
- Requirement for employers to take all reasonable steps to prevent sexual harassment at work
- Reintroduce employer liability for third party harassment for all relevant protected characteristics
- Sufficient access to facilities and strengthened right to facility time off for trade union reps and statutory rights for trade union equality reps
- Extend the time limit for bringing an employment tribunal claim from 3 to 6 months
- Protection against detriment for taking part in protected industrial action



## LONGER-TERM (2027+)

### 2027

- Day 1 right to unfair dismissal (with probationary periods for new hires)
- Ban 'exploitative' zero hours contracts - right to a contract reflecting regular hours (12-week reference period) and reasonable notice of shift changes - compensation for curtailed or cancelled shifts
- Alternative threshold for collective redundancy consultation determined by number of employees across the business as well as in one workplace
- Day 1 right to flexible working as the default for all workers (refusal of requests only if reasonable on prescribed grounds)
- Day 1 right to new statutory bereavement leave going beyond existing parental bereavement leave (to include pregnancy loss before 24 weeks)
- Mandate gender pay gap and menopause support action plans (large firms)
- Make it unlawful to dismiss a woman during pregnancy and up to 6 months after her RTW (except in specific circumstances)
- Power to enable regulations to specify steps to be regarded as 'reasonable' to determine whether an employer has taken all reasonable steps to prevent sexual harassment
- Update blacklisting regulations to protect wider range of people
- New voting requirements for industrial action
- Regulation of umbrella companies

### BEYOND 2027 (TBC)

- Consult on a simpler framework for single "worker" status that distinguishes between workers and the genuinely self-employed including how to strengthen protections for the self-employed e.g. written contract, H&S
- Review unpaid carer's leave – including benefits of introducing paid leave
- Consult with trade union / elected staff reps on introducing surveillance technologies
- Call for evidence on issues relating to TUPE
- Consult with ACAS on allowing collective grievances
- Review H&S guidance and regulations

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