

Employment Rights Act 2025 | Key dates

2026

April 🗓️

Day 1 Leave

Ordinary paternity and unpaid parental leave become "day one" rights (from 26 weeks service)

Statutory Sick Pay

3-day waiting period abolished; SSP payable from first day illness and to lowest-paid workers

Collective Redundancy

Max protective award for failure to consult up to 180 days (from 90 days)

October 🗓️

Employment Tribunal

Deadline for bringing Employment Tribunal claims increases to 6 months (from 3 months)

Sexual Harassment

New duty for employers to take "all reasonable steps", including whistleblowing

Trade Unions

Formally inform workers of right to join trade union

NDA Crackdown

Confidentiality clauses or NDAs can no longer prevent disclosure or allegations of harassment or discrimination

Flexible working

New reasonableness test and legally required to consult and discuss alternatives before a formal rejection can be issued

2027

January 🗓️

Increased protections

Protected period for *new mothers* up to 6 months post RTW; legal onus shifts to employer for dismissal

Unfair Dismissal

Qualifying period 6 months (from 2 years)

Compensation Cap

Statutory cap on compensation for unfair dismissal removed

Fire/Rehire

Automatically unfair to dismiss for refusing contract change

April 🗓️

Gender Action Plans

Companies >250 employees must publish action plans including support (voluntary 2026, mandatory 2027)

October 🗓️

Zero Hours

Right for guaranteed hours contract if regular hours over 12-week period

Shift Protections

Compensation for shift cancelled (and reasonable notice of shift changes)