

## December 2025

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Royal Assent granted

Trade union rights: immediate reversal of minimum service levels trade union law

## April 2026 – earliest date for most changes, including:

Fire & rehire and restructuring: doubling of the protective award for failure to comply with collective consultation rules.

Family friendly rights: family leave for paternity and parental leave expanded

Anti-harassment protections (whistleblowing) enhanced

**Enforcement**: introduction of new Fair Work Agency



2027 – further changes

**Unfair dismissal rights** at six months, and compensation cap to be removed

**Trade union rights** - expected repeal of further parts of trade union legislation, resulting in simplification of ballot and notice requirements

February 2026



**Trade union rights:** increasing TU visibility in and access to workplaces

**Enforcement**: time limit for brining a claim extended to six months

Anti-harassment (third party) protections enhanced

**Zero-hours overhaul** - new rights to guaranteed hours and notice of cancelled shifts

October 2026 – further protections for workers and strengthening trade unions

