

December 2025

Royal Assent granted
Trade union rights: immediate reversal of minimum service levels

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

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

February 2026

Fire & rehire and restructuring: further restrictions on employers making mass changes to terms and conditions
Trade union rights: increasing TU visibility in and access to workplaces
Enforcement: time limit for bringing a claim extended to six months
Anti-harassment (third party) protections enhanced

October 2026 – further protections for workers and strengthening trade unions