

ERA Roadmap Overview

18 December 2025

Royal Assent granted

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

6 April 2026

Redundancy: doubling of the protective award for failure to comply with collective consultation rules.

Family friendly rights: day 1 paternity and parental leave

Anti-harassment: reporting sexual harassment becomes a standalone form of whistleblowing

Trade Unions: Simplification of the trade union recognition process

SSP: removal of the 3-day waiting period and removal of the lower earnings limit

Action Plans: Introduction of voluntary gender equality and menopause action plans

7 April: creation of the new Fair Work Agency

October 2026

Trade union rights: increasing TU visibility in and access to workplaces. Increased protections for TU activity.

Enforcement: time limit for bringing a claim extended from 3 months to six months

Anti-harassment: third party protections re-introduced and the requirement for employers to take all reasonable steps to prevent sexual harassment

Tippling: laws tightened

TBC 2027

Enhanced protection for return from family leave
TU blacklisting protections increased and industrial relations framework

Regulation of umbrella companies

Collective redundancy consultation threshold

Sexual harassment regulations

Zero hours overhaul - guaranteed hours and shift scheduling, reasonable notice of changes and cancellations and exclusivity ban strengthened

Flexible working requests strengthened

Mandatory gender pay gap and menopause plans

Bereavement leave changes

18 February 2026

Trade union rights: repeal of further parts of trade union legislation and simplification of industrial action and ballot notices

August 2026

Trade unions: Commencement of electronic balloting for Statutory Trade Union Ballots

1 January 2027

Unfair Dismissal: The two-year qualifying service for unfair dismissal protection reduces to 6 months. The compensation cap will also be removed.

Fire & rehire: ban and further restrictions on employers making mass changes to terms and conditions