

Employment Rights Act 2025

April 2026 Changes

Date	Change	Detail
6 April	Redundancy: doubling of the Protective Award	An extension of the protections for employees in collective consultation processes (where the proposed reduction in headcount or proposed changes to terms and conditions means that 20 or more staff could be dismissed). From this date the awards payable for non-compliance will double from the current 90 days pay to a maximum protective award of 180 days pay.
	Family friendly rights: new day 1 entitlements	<ul style="list-style-type: none">• Unpaid parental leave becomes a day one right• Paternity leave also becomes a day one right and can now be taken after a period of shared parental leave• Bereaved Partner's Paternity Leave – (Outside the ERA but forms part of the changing employment law landscape.) New right where bereaved partners and fathers can take up to 52 weeks paternity leave if the mother or primary adopter dies within the first year of the child's life.
	Anti-harassment:	Reporting sexual harassment becomes a standalone form of qualifying disclosure under whistleblowing legislation.
	Trade Unions:	Simplification of the trade union recognition process, along with the implementation of electronic and workplace balloting.
	Statutory Sick Pay changes:	Removal of the current three-day waiting period meaning that SSP will be payable from day one of sickness absence. Removal of the lower earnings limit so workers earning less than the lower earnings limit will be entitled to SSP at 80% of their weekly earnings.
	Action Plans:	Introduction of voluntary gender equality and menopause action plans.
	Annual leave records:	The requirement for employers to keep records of annual leave for six years is brought into force.
7 April	Fair Work Agency	Creation of the new Fair Work Agency for enforcement of employment rights, with powers to require information, access premises, issue penalties and bring claims on behalf of workers.

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