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### Employment Rights Bill – Timetable for Implementation

Unless otherwise stated, the information contained in the tables below is taken from the Government's roadmap for implementing the Employment Rights Bill. The timings contained herein may be subject to change

Topic	Summary of Change	Implementation Date
Minimum Service Levels for Strikes	Removal of rules requiring minimum service levels during strikes.	18 Dec 2025
Threshold Removal for Industrial Action	Removal of requirement that 40% of eligible workers vote in important public service industrial action ballots.	18 February 2026
Notice Period for Industrial Action	Notice required before industrial action reduces from 14 to 10 days.	18 February 2026
Validity Period for Industrial Action	Ballot validity increases from 6 months (or 9 with agreement) to 12 months.	18 February 2026
Information Requirements for Industrial Action	Reduction in information unions must include on ballot notices and notifications.	18 February 2026
Picket Supervisors	Requirement for picket supervisors removed.	18 February 2026
Trade Union Political Funds	Members automatically opted into political funds (with right to opt out).	18 February 2026
Protection from Unfair Dismissal for Industrial Action	Removal of 12 week protected period; protection applies regardless of action length.	18 February 2026
Simple Majority for Industrial Action	Unions need only a simple majority to vote for industrial action.	February 2026
Day One Right - Paternity Leave	Paternity leave becomes a day one right; statutory pay still requires 26 weeks' service and earnings threshold.	April 2026
Paternity Leave After Shared Parental Leave	Paternity leave can be taken after shared parental leave.	Apr 2026
Day One Right – Parental Leave	Ordinary parental leave becomes a day one right.	Apr 2026
Day One & Eligibility – Statutory Sick Pay (SSP)	SSP payable from day one; lower earnings limit removed; SSP capped at statutory rate or 80% of weekly earnings.	April 2026

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<b>Protective Award in Collective Redundancies</b>	Maximum protective award increases from 90 to 180 days' pay.	April 2026
<b>Sexual Harassment Whistleblowing Protections</b>	Sexual harassment becomes a qualifying disclosure under Whistleblowing law giving protection from detriment & unfair dismissal when making sexual harassment disclosure.	April 2026
<b>Menopause &amp; Gender Pay Action Plans</b>	Create action plans around menopause and gender pay gaps.	April 2026 (voluntary) Mandatory from 2027
<b>Fair Work Agency</b>	New enforcement body created; phased introduction.	April 2026 (phased)
<b>Fire &amp; Rehire Restrictions</b>	Dismissing someone then rehiring them on worse terms and conditions will become an automatically unfair dismissal in most cases.	October 2026
<b>Right to Join a Union</b>	Employers must include a statement confirming workers' right to join a union.	October 2026
<b>Adult Social Care Negotiating Body</b>	Industry wide body established; agreements may become binding across the sector.	October 2026
<b>Duty to Prevent Sexual Harassment</b>	Employers must take "all reasonable steps" to prevent sexual harassment of their employees.	October 2026
<b>Tribunal Time Limits</b>	Time limits for most claims to an employment tribunal increase from 3 to 6 month.	October 2026
<b>Third Party Harassment</b>	Employers will be liable for harassment by third parties unless reasonable steps taken.	October 2026
<b>Tipping Consultation &amp; Policy Requirements</b>	Employers must consult workers or their representatives on tipping policies and update every 3 years.	October 2026
<b>Trade Union Access to Workplace</b>	Wider access rights for recruitment, organising, bargaining, including digital access.	October 2026
<b>Accommodation for Union Reps</b>	Right to reasonable accommodation and facilities for union reps.	October 2026
<b>Union Equality Representatives</b>	New statutory role with paid time off for equality duties.	October 2026
<b>Protection from Detriment for Industrial Action</b>	Workers protected from detriment for taking part in industrial action.	October 2026
<b>Avoiding Two Tier Workforce</b>	Regulations may require equal treatment for ex-public sector workers and private sector staff on outsourced contracts.	October 2026
<b>Qualifying Period for Unfair Dismissal</b>	Qualifying period reduces from 2 years to 6 months.	1 January 2027
<b>New Threshold for Collective Redundancy</b>	New alternative threshold for collective consultation (details in regulations).	2027

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<b>Reasonable Refusal Test for Flexible Working</b>	Employers must explain why refusal is reasonable; updated Code expected.	2027
<b>Bereavement Leave</b>	New right to one week of bereavement leave after the loss of a loved one.	2027
<b>Guaranteed Hours for Zero Hours &amp; Agency Workers</b>	Right to guaranteed hours introduced.	2027
<b>Shift Cancellation Pay</b>	Workers must be paid if shifts are cancelled, moved, or cut short.	2027
<b>Reasonable Notice of Shifts</b>	Workers entitled to reasonable notice of shifts and compensation if not given.	2027
<b>Sexual Harassment – Definition of “Reasonable Steps”</b>	Regulations/Code will define what counts as reasonable steps following changes in October 2026.	2027
<b>Extended Protections for Trade Union Blacklisting</b>	Protections extend to third party and AI-generated blacklisting.	2027
<b>Dismissal Protections for Pregnancy &amp; Family Leave</b>	Potential ban on dismissals during pregnancy, maternity leave, and return to work period; extended to other family leave.	2027
<b>Removal of Cap on Compensatory Award</b>	Cap on compensatory award for unfair dismissal removed	2027 (TBC)
<b>NDAs – Restrictions</b>	NDAs preventing disclosure of harassment/discrimination void unless part of an “excepted agreement”.	2027 (TBC)
<b>Mandatory Menopause &amp; Gender Pay Action Plans</b>	Action plans become mandatory.	2027

*For guidance, support and assistance with all ERB changes, please contact the team:*

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