

The Employment Rights Bill Implementation Roadmap UK

In July 2025, the UK government unveiled the Employment Rights Bill Implementation Roadmap, setting out timelines for measures in the Bill coming into effect.



The government is making changes to employment rights with the goal of ensuring fairer, safer, and more modern workplaces that better reflect the needs of today's workforce. By updating legislation, they aim to promote equality and foster constructive relationships between employers and workers.

These reforms will require employers to adjust longstanding workplace policies, adapt to new legal obligations, and invest in robust HR and compliance systems. Navigating the step-by-step rollout of diverse measures and maintaining operational continuity while implementing significant changes will test organisational resources and management agility.

AFTER THE BILL IS PASSED

Immediate repeal of the Strikes (Minimum Service Levels) Act 2023 and the majority of the Trade Union Act 2016:

Employers will need to adapt to new frameworks for labour relations, which may require alternative strategies to maintain continuity during industrial action and foster constructive dialogue with unions.

New protections against dismissal for participating in industrial action:

Employers will need to review workplace policies and approaches to industrial disputes, ensuring employee participation in lawful industrial action does not result in termination.

APRIL 2026:

Collective redundancy protective award:

The doubling of the maximum period for protective awards will require employers to review and strengthen their consultation processes with employees during collective redundancy exercises.

'Day one' entitlement to paternity leave and unpaid parental leave:

Employers will need to update their leave policies and adapt workforce planning to accommodate new staff members' immediate eligibility for family-related absences.

Enhanced whistleblowing protections:

An open and transparent workplace culture and robust mechanisms for addressing reports of wrongdoing will reduce the risk of legal or reputational consequences from whistleblowing.

Statutory sick pay:

Removing the lower earnings limit and waiting period will mean adjustments to payroll systems and budgeting to ensure all eligible employees, regardless of earnings or service length, receive prompt statutory sick pay.

A package of trade union measures:

Simplified union recognition and electronic and workplace balloting will require employers to further adapt their practices for engaging with trade unions, supporting effective communication and participation within the workforce.

Fair work agency to be formed:

This is a new regulatory landscape for employers, with increased oversight on labour rights compliance and a greater need for proactive management of employment standards.

OCTOBER 2026:

Ban on fire and rehire practices:

With a view to ending unscrupulous fire and rehire practices, changes will require employers to seek fairer alternatives when making contractual changes, ensuring that staff are not pressured into accepting less favourable terms.

Fair pay agreement adult social care negotiating body in England:

This new body will prompt employers in the social care sector to engage with new standards for pay and working conditions, influencing budget planning and staff management.

Employers will be required to take "all reasonable steps" to prevent sexual harassment:

This will make it necessary to review training, policies, and workplace culture to create safer, more respectful environments.

Tightening tipping law:

Employers with customer facing roles where tipping is common such as hospitality must implement new transparent procedures to ensure fair distribution of tips, fostering transparency and compliance.

The obligation not to permit harassment by third parties:

This will increase employers' responsibilities for safeguarding employees, especially in public-facing roles where harassment is historically common.

2027:

Gender pay gap and menopause action plans:

Employers will be encouraged to voluntarily implement these plans from April 2026 but they will be mandatory from 2027.

Enhanced dismissal protections for pregnant employees and new mothers:

Employers must review and adjust their HR policies to ensure job security for staff during pregnancy, maternity leave, and upon their return to work.

Further harassment protections and the requirement for reasonable steps:

Employers will need to clarify and document the measures they take to prevent sexual harassment, using more detailed guidance to strengthen workplace safety and compliance.

Modernising industrial relations frameworks:

Employers should prepare to engage in more collaborative practices, building fairer and more constructive relationships with employees and their representatives.

Bereavement leave:

Employers will be responsible for providing clear procedures and support for employees taking bereavement leave, balancing compassion with operational needs.

Ending zero-hours contracts:

Employers will need to transition to more predictable work schedules, offering stable hours and reliable income to workers as part of compliance and workforce planning.

'Day One' right to protection from unfair dismissal:

Employers should update onboarding and training processes to ensure all staff receive fair treatment from the outset of employment.

Improving access to flexible working:

Employers are encouraged to review and expand flexible work options, supporting employees' needs while maintaining organisational productivity and engagement.



To navigate the evolving landscape of employment rights and ensure your organisation is prepared for every stage of change over the next three years, reach out to Guidant Global.

Our team of experts can help you design compliant workforce management policies and practices, safeguarding your fair, modern, and resilient workplace.

Contact us today to start your tailored implementation plan and stay ahead of the changes.

