

Overview of the Employment Rights Act 2025

The Employment Rights Act 2025, which received Royal Assent on December 18, 2025, introduces significant changes to employment law in the UK. These reforms aim to enhance worker protections and modernize employment rights.

Key Changes and Implementation Timeline

Immediate Changes (December 2025)

- **Removal of Minimum Service Level Rules:** The previous rules requiring minimum service levels during strikes have been eliminated.

Changes Effective February 2026

- **Increased Dismissal Protection:** Dismissal for participating in industrial action will be deemed automatically unfair.
- **Notice Period for Industrial Action:** Reduced from 14 days to 10 days.
- **Voting Requirements for Unions:** A simple majority will be sufficient for industrial action votes.

Changes Effective April 2026

- **Day One Rights for Parental Leave:** Paternity and ordinary parental leave will be available from the first day of employment.
- **Statutory Sick Pay (SSP):** SSP will be payable from the first day of illness, removing the previous waiting period.
- **Doubling of Protective Awards:** The maximum protective award for failing to consult during collective redundancies will increase from 90 to 180 days' pay.

Future Changes (2027 and Beyond)

- **Unfair Dismissal Rights:** The qualifying period for unfair dismissal claims will be reduced to six months, effective January 2027.
- **Extended Tribunal Time Limits:** Time limits for bringing claims to employment tribunals will increase from three to six months, starting in October 2026.

Additional Reforms

- **Zero-Hours Contracts:** New protections will be introduced to ensure workers on zero-hours contracts receive guaranteed hours after a certain period.
- **Whistleblowing Protections:** Sexual harassment disclosures will be recognized as qualifying disclosures under whistleblowing laws.

These changes are part of a broader initiative to improve job security, raise living standards, and create fair working practices across the UK.