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Employment Rights Act 2025: anticipated timetable (as at 30 October 2026)

Theme	In force 30 October 2026	Anticipated January 2027	Anticipated later 2027
Contracts of employment			Zero hour contract changes: • Introduction of guaranteed hours offers • Reasonable notice of changes to or cancellation of shifts Introduction of short notice payments (dates TBC) Restrictions on "fire & re-hire" (March 2027)
Discrimination	Employers to: • Take all reasonable steps to prevent sexual harassment • Not permit employee harassment by 3rd parties		Regulations to specify "reasonable steps" expected of employers for prevention of sexual harassment (date TBC) Mandatory action plans on gender equality and menopause (April 2027)
Enforcement of employment rights	Increase in time for Claimants to start Tribunal claims from 3 to 6 months (from 1 October 2026)		Likely implementation of enforcement powers of FWA (date TBC) NMW under FWA (April 2027)
Family friendly rights			Enhanced protection from dismissal during/after pregnancy (October 2027) Up to two weeks' bereavement leave (including pregnancy loss leave) (April 2027) Overhaul of family leave and pay (date TBC)

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Theme	In force 30 October 2026	Anticipated January 2027	Anticipated later 2027
Flexible working			Flexible working requests: • To be accepted unless "not reasonably feasible" • Statutory format for refusals (**Autumn 2027**)
Pay	Fair pay body for adult social care established (**anticipated by end of 2026**)	Tightened rules on tipping	
Redundancy			Additional thresholds to trigger collective redundancy (**April 2027**)
Trade union reform	Right of access to workplaces Additional protection from detriment for taking industrial action Accommodation and other facilities to be provided for TU officials and learning reps unless unreasonable New rights and protections for TU reps incl. right to time off for TU equality reps Reforms to access and unfair practices during the recognition and derecognition process, and all remaining trade union recognition measures	Duty to inform workers of right to join a TU	Strengthening of blacklisting protection (**April 2027**)
Unfair dismissal		Reduction of qualifying period for Claimants to bring Ordinary Unfair Dismissal claims from 2 years to 6 months Removal of cap on compensatory awards (**Dismissals from 1 January 2027**)	

This timeline will be updated periodically. To subscribe to receive Torque Law's updates on the Employment Rights Act 2025, other employment law updates and invitations to our events, please scan this QR code: