



Employment Rights Bill

What is changing and when

The Employment Rights Bill is set to bring some of the most significant changes to UK employment law in years. To help you prepare, we've created this simple timeline and checklist so you can see **what is changing and when**, along with the key actions employers should take at each stage.

Employment Rights Bill – Key Dates & Actions for Employers

April 2026

What changes:

- Day-one rights to paternity & unpaid parental leave
- SSP: no waiting days, no lower earnings threshold
- Fair Work Agency established (inspection powers)
- Redundancy protective awards: max doubled to 180 days
- Enhanced whistleblower protections
- Simpler trade union recognition & balloting

Your action:

- Audit parental leave policies
 - Update payroll & SSP systems
 - Train HR on whistleblowing & redundancy exposure
 - Prepare for inspections & regulatory oversight
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October 2026

What changes:

- Stricter limits on contract variation / 'fire & rehire'
- New duty to prevent workplace harassment (including third parties)
- Tribunal claim deadlines extended: 3 - 6 months

Your action:

- Review contract templates & change-processes
- Refresh harassment policies & training
- Adjust dispute resolution protocols

2027 onwards

What changes:

- Day-one unfair dismissal rights
- Guaranteed hours / notice for zero-hours contracts
- Regulation of umbrella companies
- Expanded flexible working & right to switch off
- Strengthened protections for pregnant workers & bereavement leave

Your action:

- Revisit dismissal policies & probation frameworks
- Update flexible working and working-time policies
- Audit contingent workforce arrangements
- Plan for umbrella company compliance

Ongoing (2025–2027)

What changes:

- Track government consultations & regulations
- Refresh contracts, handbooks, policies regularly
- Train managers and HR teams at each phase
- Communicate changes clearly to staff & unions

Your action:

- Start planning 9–12 months before each key date to avoid rushed compliance

If you need help or want more information, we at **HR:4UK** are here to assist. And if you're already one of our clients, rest assured — we've got everything in hand, so you don't need to worry.