

Employment Rights Act 2025

Tribunal time limits

Employment Tribunal time limits will be extended to six months.

Non-disclosure agreements

NDA's which seek to prevent discrimination or harassment disclosures will be void.

Fair Works Agency

A new enforcement body will oversee compliance with employment rights and fair work standards.

Trade union reform

Rules on recognition, collective bargaining, and strike action will be modernised.

Bereavement leave

A new 'day one' right to bereavement leave will be extended to all employees.

Family rights

Unpaid parental leave and paternity leave to become day 1 rights.

Equality action plans

Pay gap reporting and menopause plans for large employers.

Unfair dismissal protection

Protection from six months' service and cap on compensation removed.

Fire and rehire

New restrictions will limit the use of dismissal and re-engagement practices to change terms.

Preventative duty on sexual harassment

The duty will be expanded to take all reasonable steps to prevent sexual harassment and create whistleblowing protection.

Third-party harassment

Protections will be reinstated to hold employers liable for harassment by third parties such as clients or contractors.

Zero-hours contracts

Workers will gain stronger rights to predictable hours and protection from abuse of casual contracts.

Collective redundancies

Thresholds and consultation rules will be updated for large-scale workforce changes.

Flexible working

Employees will have the right to request flexible working from day one, with tighter rules on employer refusals.

Pregnancy and maternity protection

Strengthened dismissal protections for pregnant workers and new mothers.

Statutory sick pay

All workers will be entitled to SSP from their first day of illness.

