

EMPLOYMENT UPDATE – JULY 2025

Employment Rights Bill: updated implementation dates

The Employment Rights Bill proposes a number of changes to the employment rights landscape, some significant and some more minor. On 1 July 2025, the Government published a [roadmap](#) for the implementation of these changes. We summarise the key implementation dates and steps below.

Overview

As predicted by many employment law practitioners, the Government's phased implementation of employment rights changes will take place over the next couple of years, giving employers more time to prepare for various adjustments in working practices.

Aside from various trade union-related changes coming in 2025, a number of changes of wider relevance will come in from April 2026 to 'sometime' in 2027. For a more in-depth review of the latest Employment Rights Bill, see our previous [article](#).

Changes with effect from April 2026

- › Doubling the maximum protective award for failing to comply with **collective redundancy** to 180 days' pay (up from 90 days).
- › 'Day 1' **paternity and parental leave** to be available to all employees.
- › **Statutory Sick Pay (SSP)** – removing the Lower Earnings Limit (£125 per week) and waiting period (currently, SSP is not payable until the fourth day of absence). This change is significant, with the Government estimating that up to 1.3 million working people will get access to SSP as a result.
- › **Whistleblowing protection** – a broader definition of "protected disclosures" to cover sexual harassment.

Changes expected in October 2026

- › The abolition of **fire and rehire** practices (i.e. the ability to terminate an employee's employment and re-engage on new terms).
- › Requiring employers to take "all reasonable steps" to prevent **sexual harassment** of their employees (the current obligation is just "reasonable steps") (see our previous update on this topic [here](#), together with a summary of the training Northridge can offer).

- › Introducing an obligation on employers not to permit the **harassment** of their employees by third parties.
- › Extending the time limit for most **employment tribunal claims** from three months to six months.

Changes coming in 2027

- › 'Day 1' right for protection from **unfair dismissal** and the removal of the two-year qualifying service condition.
- › Employers with 250 or more employees will be required to publish action plans showing the steps that they are taking to address **gender pay gaps** and support employees going through the menopause.
- › Protection against dismissal for women who are **pregnant**; on maternity leave; or are within six months of their return to work.
- › Introducing a power to enable regulations to specify steps that are to be regarded as "reasonable", to determine whether an employer has taken all reasonable steps to prevent **sexual harassment**.
- › **Collective consultation** obligations will be triggered based on proposed redundancies of a specified number or percentage of employees across a business, covering multiple establishments.
- › A decision to refuse a **flexible working** request for one of the eight statutory reasons must be "reasonable" and the employer must provide an explanation.
- › A new entitlement to one week's **bereavement leave**.
- › **Umbrella companies** will fall within the definition of "employment business" in order to address non-compliance with employment rights and tax by umbrella companies.
- › Ending the 'exploitative' use of **zero hour contracts** and applying zero hour contract measures to agency workers.

If you would like any further advice or assistance on this topic, please contact the Northridge Employment team ([Jamie Feldman](#) and [Gino Murugesan](#)).