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The Government has released its roadmap for delivering the **Employment Rights Bill**. Changes take place from April 2026 and will be rolled out in stages, culminating in 2027.

## Employment Rights Bill Implementation Due April 2026

### Collective redundancy protective award

- Doubles the maximum period of the protective award.
- Greater financial security for workers when facing mass redundancies.

### Statutory Sick Pay

- The removal of the lower earnings limit and waiting period.

### Day one paternity and unpaid parental leave

- Supports working families from the first day of employment.

### Improved whistleblowing protections

- Supports workers in reporting wrongdoing, without the fear of retaliation from their employer.

### Trade union measures

- Simplifies the trade union recognition process and electronic balloting.

### The establishment of the fair work agency

- The fair work agency will enforce labour rights as well be a source of promotion for fairness in the workplace.



## Employment legislation due for October implementation

### Trade union measures

- Greater protections and new rights for trade union representatives.
- Extended protections against detriments for taking industrial action.
- Strengthening trade unions' right of access.

### Employers to "take all reasonable steps" to prevent sexual harassment of their employees

- This legislation is designed to ensure a more respectful and safer workplace.

### Duty to prevent sexual harassment of employees by third parties

- The third-party duty extends the protections afforded in the new legislation to include all work environments and all public-facing roles.

### End of unscrupulous fire and rehire practices

- Protects workers from having new terms and conditions imposed upon them under the threat of dismissal.

### Regulations to establish the fair pay agreement adult social care negotiating body (England)

- Seeks to raise standards and pay in the social care sector.

### Tightening tipping law

- Tipping law will be strengthened by mandating consultation with workers.
- Ensures a fairer system for tip allocations.

## Employment law changes coming into enforcement in 2027

### 'Day 1' right to unfair dismissal

- Removal of the 2-year service clause for unfair dismissal claims.
- Employees covered from the first day of their employment.

### Access to flexible working

- Designed to improve work life balance, including family, health and other responsibilities outside of the workplace.



## Creation of a modern framework for industrial relations

- Fairer approach to workplace relations with more collaboration.

## End of exploitative zero hours contracts

- Ensures workers have stable working hours available to them and have a predictable income.

## Further harassment protections

- Specifies all the reasonable steps that will help determine the measures employers should take to prevent sexual harassment.
- Serves as an enforcement criterion to assess whether an employer has taken “all reasonable steps”.

## Enhanced dismissal protections for pregnant women and new mothers

- Safeguarding job security during pregnancy as well as, maternity leave and the return-to-work period.

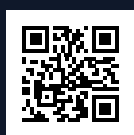
## Bereavement leave

- Affords workers time off to grieve, whilst ensuring job security.

## Gender pay gap and menopause action plans

- Introduced on a voluntary basis in April 2026, becoming effective as of 2027.
- Aims to promote gender equality and further support women’s health in the workplace.

Learn more about your responsibilities under the Employment Rights Bill, contact Croner today on **0800 022 3820** and quote **932613**



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