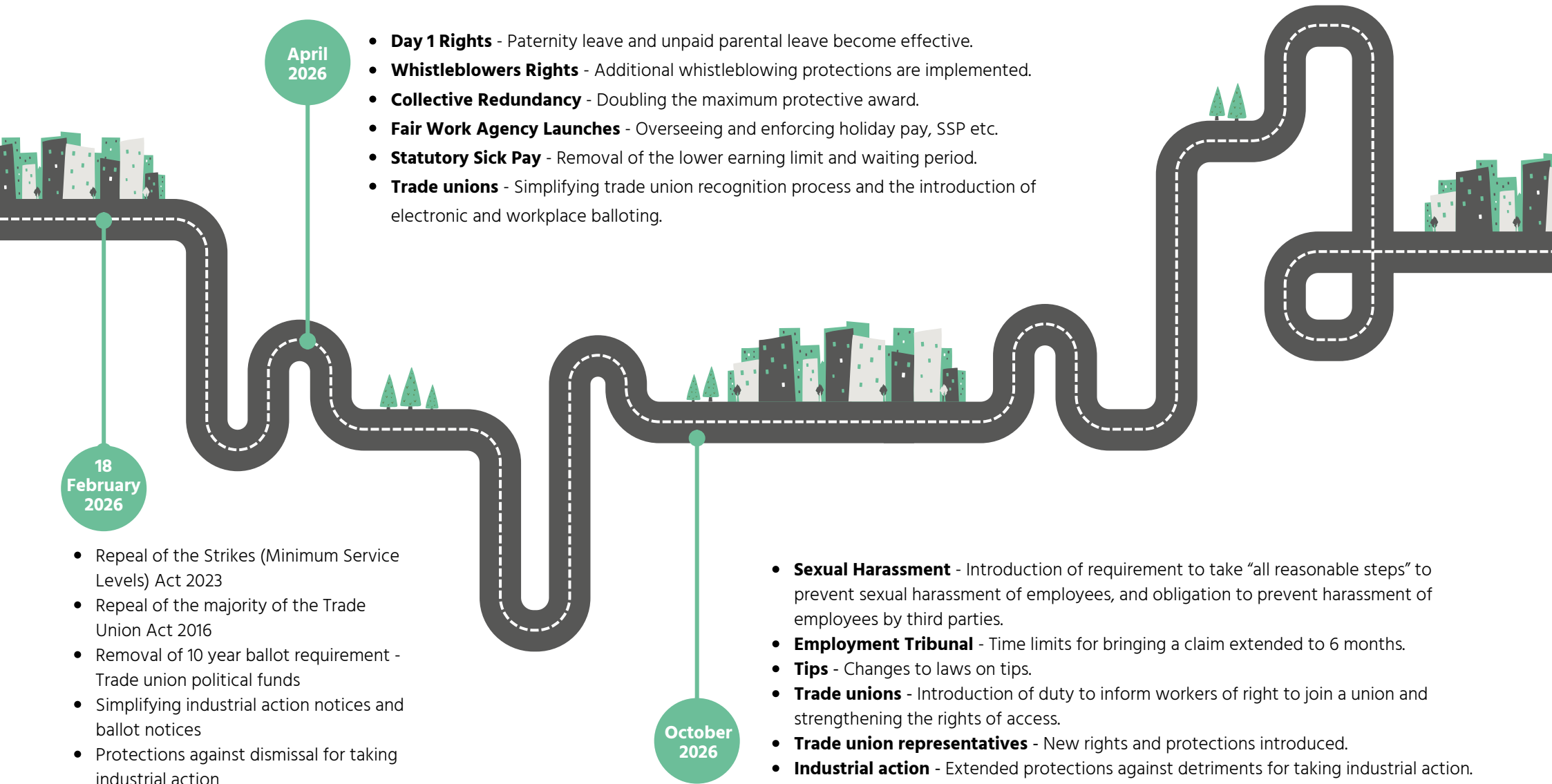


Employment Rights Act 2025 Roadmap

Timeline for Introduction of Key Changes (as at 9 February 2026)



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Timeline for Introduction of Key Changes (as at 9 February 2026)

2027

- **Fire and Rehire** - Effective ban on rehiring on less favourable terms. *Changes pushed back to 2027.*
- **Day 1 Rights** - Protection from unfair dismissal.
- **Mandatory plans** - Gender pay gap and menopause action plans must be published.
- **Pregnant workers** - Increased rights and protections.
- **"Reasonable Steps"** - Regulations to specify steps that are regarded as "reasonable" by employers to prevent sexual harassment.
- **Expanded leave** - Including bereavement leave.
- **Guaranteed hours** - End of zero hours contracts.
- **Zero hours contracts** - Introduction of changes to zero hours contracts and applying them to agency workers.
- **Flexible working** - Further changes following consultation
- **Collective redundancy** - Changes of collective redundancy threshold.

Questions or need advice?

Whether it's the Employment Rights Bill or day-to-day employment law issues, we're here to help with clear, practical advice tailored to your organisation.

Contact our Employment Team on 01722 412 412 or email us:
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