

# EMPLOYMENT RIGHTS ACT 2025 TIMELINE FOR CHANGES

The chart below provides a summary timeline of upcoming requirements and guidance on preparation steps, as of 10 February 2026.

CHANGE	ACTION—WHAT NEEDS TO BE DONE	IMPLEMENTATION DATE
<b>Paternity Leave: Day-One Right</b>	Update leave policies.	6 April 2026
<ul style="list-style-type: none"> <li>Becomes a <b>day-one entitlement</b>, no 26-week qualifying period.</li> <li>Removal of restrictions on taking paternity leave after shared parental leave.</li> </ul>		
<b>Unpaid Parental Leave: Day-One Right</b>	Update leave policies.	6 April 2026
<ul style="list-style-type: none"> <li>Right to unpaid parental leave becomes a <b>day-one entitlement</b>, rather than accruing after one year.</li> </ul>		
<b>Sick Pay Reform</b>	Update contractual sick pay provisions or sickness policy.	6 April 2026
<ul style="list-style-type: none"> <li>Statutory sick pay paid from <b>day one of absence</b> (currently day four).</li> <li>Removal of the lower earnings limit for eligibility—currently, workers must earn a minimum amount to be eligible for statutory sick pay.</li> </ul>		
<b>Whistleblowing: Sexual Harassment Added</b>	Add sexual harassment examples to whistleblowing policies.	6 April 2026
<ul style="list-style-type: none"> <li>Sexual harassment becomes a qualifying disclosure, triggering whistleblowing protections against detriment and unfair dismissal.</li> </ul>		
<b>Collective Redundancy Consultation: Increased Protective Award</b>	No action required—for awareness only.	6 April 2026
<ul style="list-style-type: none"> <li>Maximum protective award for failure to consult doubles from 90 to 180 days.</li> </ul>		
<b>Extended Employment Tribunal Time Limits</b>	No action required—for awareness only, may be relevant when considering re-hire window for an eliminated position (e.g. in the case of redundancy).	No earlier than October 2026
<ul style="list-style-type: none"> <li>Time limit for all tribunal claims extended to <b>six months from dismissal or act complained of</b> (currently three).</li> </ul>		



CHANGE	ACTION—WHAT NEEDS TO BE DONE	IMPLEMENTATION DATE
<b>Prevention of Harassment</b> <ul style="list-style-type: none"> <li>Existing duty to prevent sexual harassment has been updated so that employers will be required to take 'all reasonable steps' to prevent sexual harassment of their employees.</li> <li>Obligation on employers not to permit the harassment of their employees by third parties (please note that this obligation extends to <b>all</b> forms of harassment, not just sexual harassment).</li> </ul>	Update anti-harassment policies. Undertake risk assessments, engage and train staff, and ensure effective reporting and complaints systems are in place.	October 2026
<b>Unfair Dismissal: Six-Month Qualifying Period and Compensation Cap Removed</b> <ul style="list-style-type: none"> <li>Right to claim unfair dismissal will apply after six months' service (currently two years).</li> <li>Removal of the statutory cap on unfair dismissal compensation, which is currently the lower of 12 months' gross pay or £118,223. The basic award remains unchanged, but the risk profile for some dismissals (particularly senior or high-earning employees) will increase significantly – likely to come into force at the same time as changes to the qualifying service period for unfair dismissal.</li> </ul>	Update probation strategies, including putting in place regular check-ins during first six months of employment, including requiring earlier documentation of under-performance/misconduct and updated more consistently through first six months of employment.	<i>Expected January 2027</i>
<b>Fire and Rehire Protections</b> <ul style="list-style-type: none"> <li>'Fire and rehire' will become an automatically unfair dismissal in most cases subject to certain (as yet undefined) exceptions.</li> </ul>	No action required—for awareness only.	1 January 2027

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