

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

CHANGE	ACTION—WHAT NEEDS TO BE DONE	IMPLEMENTATION DATE
Prevention of Harassment <ul style="list-style-type: none"> 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. Obligation on employers not to permit the harassment of their employees by third parties (please note that this obligation extends to all forms of harassment, not just sexual harassment). 	Update anti-harassment policies. Undertake risk assessments, engage and train staff, and ensure effective reporting and complaints systems are in place.	October 2026
Unfair Dismissal: Six-Month Qualifying Period and Compensation Cap Removed <ul style="list-style-type: none"> Right to claim unfair dismissal will apply after six months’ service (currently two years). 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. 	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</i> January 2027
Fire and Rehire Protections <ul style="list-style-type: none"> ‘Fire and rehire’ will become an automatically unfair dismissal in most cases subject to certain (as yet undefined) exceptions. 	No action required—for awareness only.	1 January 2027

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