EMPLOYMENT RIGHTS ACT 2025: EMPLOYER CHECKLIST 2026 TO 2027

Dates from the government's implementation timeline (updated 5 Nov 2026), subject to parliamentary processes. Status as at 23/11/2026.

#	Area	What the employer does	From	Status	Owner / notes
1	**Sick pay**	SSP from the first day of sickness, no Lower Earnings Limit: payroll set up	06/04/2026	To do	
2	**Family leave**	Paternity leave and unpaid parental leave from day one of employment	06/04/2026	To do	
3	**Records**	Keep annual leave and holiday pay records for 6 years	06/04/2026	To do	
4	**Redundancy**	Collective redundancy: maximum protective award doubled from 90 to 180 days' pay	06/04/2026	To do	
5	**Tribunals**	Claim time limits extended from 3 to 6 months	01/10/2026	To do	
6	**Harassment**	Take all reasonable steps to prevent sexual harassment; cover third parties	30/10/2026	To do	
7	**Unfair dismissal**	6-month qualifying period where employment ends on or after this date; award cap removed	01/01/2027	To do	
8	**Unions**	Tell workers of their right to join a trade union	01/01/2027	To do	
9	**Tips**	Strengthened tipping law: review how tips are shared and recorded	01/01/2027	To do	
10	**Contracts**	Fire and rehire: no dismissal to force through restricted contract changes	March 2027	To do	
11	**Bereavement**	Bereavement leave, including pregnancy loss	April 2027	To do	
12	**Redundancy**	Collective redundancy threshold counted organisation-wide	April 2027	To do	
13	**Equality**	Gender equality and menopause action plans: mandatory at 250+ employees (private sector)	April 2027	To do	
14	**Contracts**	Non-disclosure agreements limited for harassment and discrimination	September 2027	To do	
15	**Family leave**	Protection from dismissal for pregnant women and new mothers	October 2027	To do	
16	**Flexible working**	Refuse a request only if reasonable, and explain why	October 2027	To do	
17	**Hours**	Zero hours: guaranteed hours, shift notice and pay for cancelled shifts	Timing to follow consultation	To do	
18	**Northern Ireland**	Most of the Act does not extend to Northern Ireland: check NI law separately	Ongoing	To do	

Done		**0%**	**0 / 18**

Sources: Employment Rights Act 2025 (c. 36) and SI 2026/559 on legislation.gov.uk; GOV.UK Employment Rights Act timeline update; Acas. Dates in months are the government's planned timing and can move. Not legal advice.

Free template by Draivix · draivix.co.uk/templates