

December 2025

- Repeal of the Strikes (Minimum Service Levels) Act 2023

6 April 2026

- Simplifying trade union recognition process
- Collective redundancy protective award
- 'Day 1' Paternity & Unpaid Parental Leave
- SSP - removal of LEL and waiting days
- Whistleblowing on sexual harassment
- Equality Action Plans (voluntary)

7 April 2026

- Fair Work Agency

August 2026

- Electronic balloting

January 2027

- Fire and Rehire
- Unfair dismissal 6 month qualifying period and removal of the cap on the compensatory award

18 February 2026

- Simplifying Industrial Action (IA) notices and ballot notices
- Changes to picketing requirements
- Protection against dismissal for taking IA
- Changes to Political Fund Requirements

October 2026

- Written statement of right to join a union
- Strengthening Union access to the workplace
- Unfair practices in the trade union recognition process
- Extend protections for union representatives
- Protection from detriment for taking IA
- Fair Pay Agreement in adult social care
- Duty to take all reasonable steps to prevent sexual harassment
- Protection from 3rd party harassment
- ET Time limits extended to 6 months