

By 31 August 2026

- Electronic and workplace balloting changes for statutory trade union ballots.

30 October 2026

- Regulations to establish the Fair Pay Agreement Adult Social Care Negotiation Body (ASCNB).
- Reinstating the Two Tier Code to protect public sector employees terms and conditions.
- Requirement to provide a written statement of the right to join a trade union.
- Strengthen Union access to the workplace.
- Removal of unfair practices in the trade union recognition process.
- Extension of protections for union representatives, including equality representatives.
- Protection from being subject to a detriment for taking industrial action.
- Improved duty to take all reasonable steps to prevent sexual harassment in the workplace.
- Introduction of protection from third party harassment.

End of 2026

- Strengthening of tipping law.

During 2027

- Equality action plans and menopause support (mandatory).
- Protection from dismissal for pregnant women and new mothers.
- Extending blacklisting protections.
- Regulation of umbrella companies.
- Collective redundancy consultation threshold.
- Flexible working requests.
- Bereavement leave including pregnancy loss.
- Guaranteed hours for zero and low hours workers.
- Non-Disclosure Agreements (NDA's).

1 October 2026

- Extension of Employment Tribunal time limits.

December 2026

- Introduction of Seafarer Protection Regulations.

January 2027

- Reduction in the unfair dismissal qualifying period to 6 months, and removal of the compensatory award cap.
- New provisions on fire and rehire.