THOMPSONS SOLICITORS

STANDING UP *for you*

December 2025

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

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.

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 launches.

25 August 2026

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

1 October 2026

- Extension of Employment Tribunal time limits.

30 October 2026

- 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.
- Regulations to establish the Fair Pay Agreement Adult Social Care Negotiation Body (ASCNB) in England.
- Implementing reforms to access and unfair practices during the recognition and de-recognition process, and all remaining trade union recognition measures, including freezing the bargaining unit when an application is received.

9 November 2026

- Scotland only – extension of time limits in the employment tribunal for breach of contract claims.

December 2026

- Introduction of Seafarer Protection Regulations.

End of 2026

- Strengthening of tipping law.

January 2027

- Reduction of unfair dismissal qualifying period to 6 months, for dismissals from 1 January 2027, and uncapping compensatory awards.
- Requirement to provide a written statement of the right to join a trade union.
- New provisions on fire and rehire.

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.
- Introduction of the right to guaranteed hours, the right to reasonable notice and short notice payments.
- Non-Disclosure Agreements (NDA's).
- Electronic and workplace balloting for recognition and derecognition ballots.