

The Employment Rights Bill – likely timescales

10 Oct 2024:
Bill introduced to Parliament.

By mid 2025: Bill expected to pass.
Immediate repeal of minimum service levels. Some TU reforms take effect after two months. Other reforms not put into effect immediately but wait for regulations.

2025/6: Supporting regulations finalised.

Autumn 2026:
Earliest date when day one unfair dismissal rights will apply.

Early December 2024: Targeted consultations close covering SSP for low earners, guaranteed hours application to agency workers, collective consultation and fire and rehire remedies, and reforms to modernise TU laws. Bill amendments expected on these points.

During 2025: Consultation on supporting regulations including length of “initial period of employment” for light touch dismissal procedure, steps required for light touch procedure, review periods for ZHCs, definition of “low hours”, unfair dismissal compensation regime, definition of all reasonable steps to prevent harassment and more.

April 2026: Earliest date when most reforms will take effect.