

# Government releases roadmap for implementing the measures in the Employment Rights Bill

The Government has published a roadmap setting out how it plans to implement the workplace reforms set out in the Employment Rights Bill. Reforms will be introduced on a phased basis with dates stretching into 2027.

The Government's flagship piece of employment legislation is nearing the end of its passage through Parliament. You can read more about the Bill's measures in our briefings [here](#) and [here](#). However, not every part of the Bill will come into force straight away. The measures will be introduced in tranches to give employers time to prepare and adapt. And further consultation is required on some measures to fine tune the details – in some case further regulations may be needed.

Given the sheer volume of reforms in the Bill, a phased timetable for introduction is helpful for employers – if a little confusing. To assist with this, the Government has recently published a “roadmap” setting out its proposed timetable for further consultation and for implementing the reforms. Employers may be relieved to see the timetable stretches over 18 months, with the most hotly anticipated change – the introduction of Day 1 unfair dismissal rights – pushed back to 2027.

**Consultation roadmap**

The Government says that the implementation of the measures outlined in the Employment Rights Bill must work for all stakeholders and that consultation may be needed to determine the most effective way to introduce the reforms. Such consultation will be phased to allow stakeholders to engage fully with the *“complex policy issues at hand”*. Following consultation, the Government will develop its final policy positions to deliver the measures. Below is the planned consultation timetable for some of the key measures in the Bill. You can view the full consultation timetable [here](#).

When?	Area for consultation?
<p style="text-align: center;"><b>Summer / Autumn 2025</b></p>	<ul style="list-style-type: none"> <li>• Day 1 protection from unfair dismissal (including what the dismissal process should look like during the statutory probationary period).</li> </ul>
<p style="text-align: center;"><b>Autumn 2025</b></p>	<ul style="list-style-type: none"> <li>• Limits on fire and rehire practices.</li> <li>• Introduction of bereavement leave.</li> <li>• Introduction of new rights for pregnant workers.</li> <li>• Restrictions on the use of zero hours contracts.</li> </ul>
<p style="text-align: center;"><b>Winter / Early 2026</b></p>	<ul style="list-style-type: none"> <li>• Collective redundancy reforms.</li> <li>• Flexible working reforms.</li> </ul>

## Commencement roadmap

Although some of the trade union-related measures will come into force as soon as the Bill passes, the commencement of other key measures will be phased in to allow stakeholders to *“plan their time and resources to make sure they are ready when the changes come in”*. Below is the planned implementation timetable for some of the key measures in the

Bill. You can view the full implementation timetable [here](#).

When?	Commencement date
6 April 2026	<ul style="list-style-type: none"> <li>• Collective redundancy protective maximum award to be raised from 90 to 180 days.</li> <li>• Day 1 Paternity Leave and unpaid Parental Leave.</li> <li>• New whistleblowing protections.</li> <li>• Fair Work Agency body established.</li> <li>• Statutory Sick Pay – removal of the Lower Earnings Limit and waiting period.</li> </ul>
1 October 2026	<ul style="list-style-type: none"> <li>• Fire and rehire reforms.</li> <li>• Employers required to take “all reasonable steps” to prevent sexual harassment of their workers.</li> <li>• New obligation on employers not to permit the harassment of their employees by third parties.</li> <li>• Extension of Employment Tribunal time limits to six months.</li> </ul>
“In 2027”	<ul style="list-style-type: none"> <li>• Day 1 protection from unfair dismissal.</li> <li>• Gender pay gap and menopause action plans (to be introduced on a voluntary basis in April 2026).</li> <li>• New rights for pregnant workers.</li> <li>• Power to enable regulations to specify steps that are to be regarded as “reasonable”, to determine whether an employer has taken all reasonable steps to prevent sexual harassment.</li> <li>• Collective redundancy consultation threshold expanded.</li> <li>• Flexible working reforms.</li> <li>• Introduction of bereavement leave.</li> <li>• Ending the exploitative use of zero hours contracts.</li> </ul>

## **Next steps?**

For now, employers should diarise the proposed 2026 implementation dates and consider which policies and practices will need to be reviewed and updated in readiness for the changes.

BDBF will keep you updated with dedicated briefings and webinars on the reforms of most significance to you.

[Implementing the Employment Rights Bill: roadmap](#)

**BDBF is a leading employment law firm based at Bank in the City of London. If you would like to discuss any issues relating to the content of this article, please contact Amanda Steadman ([AmandaSteadman@bdbf.co.uk](mailto:AmandaSteadman@bdbf.co.uk)) or your usual BDBF contact.**