



## The Employment Rights Act 2025 is widely being described as a generational shift in employment law.

While the scale of change can feel daunting, the key question for employers is a practical one: what should you actually be doing now to prepare? This document sets out a clear, practical “to do list” to help you get ready for the changes ahead.



### To do list: April 2026 changes

Paternity and Parental Leave	Statutory Sick Pay	Collective Consultation Award	Trade Union Recognition*
Check and Update Policy wording	Check and update contracts	Ensure all relevant stakeholders aware	Ensure you have a practical understanding of union recognition
Make sure managers are aware of the change	Ensure you have robust return to work processes and apply consistently	Audit consultation processes	Review how you collectively engage with staff
	Make sure your payroll system is ready		

\*If you don't already recognise a union.



### To do list: October 2026 changes

Fire and Re-hire	Harassment Prevention	Industrial Relations	Tips policy
Review timing of any planned changes	Undertake or review your risk assessment – ensure third parties covered	Prepare a written statement to issue to new starters	Put in place a review cycle
Review variation clauses in contracts	Make sure policies are up to date	Understand trade union access rights	Implement a process for consulting with staff
	Refresh staff training		

## Other actions



Ahead of Unfair dismissal qualifying period change review and strengthen recruitment and probation practices and train managers.



If you use zero hours/casual workers, start auditing arrangements and tracking work patterns and hours.



If you use zero hours/casual workers consider taking part in the upcoming Government consultation on guaranteed hours.