

Employment Rights Changes

Notts UNISON Briefing (April 2026)

The 6 April is another key date for workers as a number of amendments under the Employment Rights Act 2025 come into force. Key among these is the following:

- Statutory sick pay (SSP) becomes a day one right for all workers, and the earnings threshold is eliminated. Northern Ireland is included
- Day one right to paternity leave and unpaid parental leave
- Bereaved partners' paternity leave will enable bereaved fathers and partners to take up to 52 weeks of paternity leave if the mother or primary adopter dies within the first year of the child's life
- A worker's disclosure of sexual harassment will now be protected under whistleblowing law
- The Fair Work Agency is established, whose powers will include enforcing tribunal judgements that have been ignored and the payment of settlements, and tackling exploitation in the labour market
- The TU recognition process is simplified, and the support threshold will be lowered
- The maximum protective award for failure to inform and consult on collective redundancy will double from 90 days' pay to 180 days pay.

There is one further, optional change. From April 2027, organisations with 250+ employees will be required to develop action plans on gender equality and supporting employees through the menopause. But the government is encouraging employers to start these early on a voluntary basis.

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