



Timeline

- SSP from day one
- Day-one Paternity/Parental Leave
- Annual leave records
- Fair Work Agency
- Sexual harassment whistleblowing protection

April 2026

- Union access (30 Oct)
- Trade union information duty (30 Oct)
- All reasonable steps for sexual harassment (30 Oct)
- Third-party harassment (30 Oct)
- Tribunal time limits (1 Oct)
- Tipping changes (end of 2026)

October 2026

- Zero-hours reform
- Flexible working
- Collective redundancy thresholds
- Pregnancy/new mother protections
- Further sexual-harassment regulations
- NDA restrictions

2027 onwards

August 2026

- Electronic and workplace trade union balloting

January 2027

- Unfair dismissal after 6 months
- Uncapped compensatory awards
- Fire and rehire protections