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Employer's Guide to Upcoming Employment Law Changes



About Us



Enterprise Recruitment Ltd are established experts in the recruitment of Electronics, Software, Mechanical and Manufacturing staff. Our consultants are technical specialists who quickly understand complex requirements and only put forward quality applicants.

Appointing us to do what we do best allows our clients to spend more time on what they do best.

We have advanced technical recruitment expertise developed over 20 years of successful engineering recruitment.

We utilise that expertise to understand our clients' requirements and find suitable candidates fast.

Introduction

Changes are being introduced gradually, giving employers time to prepare. This handbook explains what's changing, when to expect the changes and what they mean for your business, helping you understand what's coming and plan ahead.



Unfair Dismissal Rights

Starting 1st January 2027



Trade Union Reform

Starting 30th October 2026



Employment Tribunal Time Limits

Starting 1st October 2026



Harassment Protections

Starting 30th October 2026

Changes to Unfair Dismissal

The qualifying period for ordinary unfair dismissal protection will reduce from 2 years to 6 months.

What does this mean?

From January 2027:

- Employees will gain ordinary unfair dismissal protection after 6 months.
- Employees with 6 months' service can request written reasons for their dismissal.
- The cap on compensatory awards for unfair dismissal will be removed.
- Non-renewal of a fixed-term contract counts as a dismissal, so employers will need to ensure it is fair after 6 months' service.

Important: Day-one protections against discrimination and automatically unfair dismissal are not changing.

What should employers do?

Review your probation, performance and dismissal processes now to make sure you're prepared.

The 6-month rule applies to dismissals taking effect from 1 January 2027.

*Applies to England, Scotland and Wales, **not** Northern Ireland.*





Trade Union Reform

New rules will strengthen trade union rights and introduce new responsibilities for employers.

What's changing?

From 30 October 2026:

- Employers will need to provide workers with a written statement explaining their right to join a trade union.
- Trade unions will gain new rights to access workplaces and communicate with workers, including digitally.
- Trade union representatives will have stronger rights to paid time off and workplace facilities.
- Workers taking protected industrial action will have greater protection from unfair treatment.

What should employers do?

Review your HR policies and procedures, brief managers, and make sure you have a process for handling trade union requests.

Further guidance on the new requirements is expected before the changes take effect.

Applies to England, Scotland and Wales, **not** Northern Ireland.



Employment Tribunal Time Limits

Employees will have 6 months, instead of 3 months, to bring most claims to an employment tribunal.

What does this mean for employers?

The longer time limit gives both employers and employees more time to:

- Resolve disputes internally
- Use Acas Early Conciliation
- Consider whether a tribunal claim is appropriate

What should employers do?

Review your employee handbooks and policies to make sure they reflect the new 6-month time limit.

Applies to England, Scotland and Wales. Some specific claims in Northern Ireland are also covered.



Harassment Protections

Employers will have a stronger duty to prevent sexual harassment in the workplace.

What's changing?

From 30 October 2026:

- Employers must take “all reasonable steps” to prevent sexual harassment of employees – strengthening the existing duty to take “reasonable steps”.
- Employers must not permit third parties, such as customers or clients, to sexually harass their employees.

What should employers do?

Review your sexual harassment policies, training and reporting procedures to ensure you are taking appropriate steps to prevent and respond to harassment.

Further guidance for employers is expected before the changes come into force.

*Applies to England, Scotland and Wales, **not** Northern Ireland.*

Want to know more?

This handbook provides a simple overview of some upcoming employment law changes.

We've summarised the official guidance to make it easier to understand, but it should not be treated as legal or HR advice.

Employment legislation can change, so we recommend checking the latest official guidance before making decisions or updating your policies.

Our source

All information in this handbook has been taken from the UK Government's official Employment Changes guidance.

For the full details, latest updates and further guidance:
[Visit the official Employment Changes guidance](#)

Always check the latest guidance and seek professional advice where appropriate.

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