

The Employment Rights Act 2025: Full Implementation Timeline

Every confirmed and expected milestone, from Royal Assent to the first Fair Pay Agreement — mapped in one place so you always know what's changing next.

● In force ● Confirmed date ● Expected — TBC ● Planned (beyond 2027)

Correct as at 20 August 2026, based on the Government's published implementation roadmap. Dates remain subject to secondary legislation.

