

Acas welcomes Royal Assent for new Employment Rights Act

18 December 2025

Acas has welcomed the new Employment Rights Act, describing it as a significant opportunity for employers and workers to work together to help organisations thrive and improve working lives.

The Act, which received Royal Assent today, will update British employment law and includes the following changes:

- protection from unfair dismissal will become a right after 6 months of being in a job instead of 2 years
- new rules to limit dismiss and rehire practices
- the right to guaranteed hours for workers on zero-hours contracts
- statutory sick pay will be paid from the first day of illness
- whistleblowing protection for disclosing sexual harassment at work
- proactive duty for employers to take all reasonable steps to prevent sexual harassment and obligations to protect employees from third-party harassment
- paternity leave will become a day one right instead of needing to work for an employer for 26 weeks
- stronger protections against dismissal for pregnant workers and those returning from maternity leave
- new rules around trade unions' right to access workplaces to meet and support workers, and simplified rules for trade unions to negotiate with employers over pay and conditions

Niall Mackenzie, Acas Chief Executive, said:

"This is a once-in-a-generation change to employment law in Britain and an opportunity for employers and workers to work together to bring all workplace relations up to the standard of current best practice, and help businesses thrive and improve working lives.

"Acas will be updating its training and advice as the new laws are implemented. We stand ready to help employers, workers and their trade unions work together to make the most of the opportunity presented by these reforms to build better, healthier and more productive workplaces."

Acas will play a crucial role in supporting the Act's implementation, through:

- developing comprehensive advice on all aspects of the new legislation as they take effect
- producing statutory Codes of Practice to ensure employers and workers understand their legal obligations and good working practices
- providing a range of training and support, including webinars, workshops and resources
- continuing to provide expert, impartial conflict resolution through its conciliation and mediation services

Acas is working with the Department for Business and Trade, as well as other partners to provide advice and help employers and employees prepare for the changes.

[Find out more about the Employment Rights Act 2025](#)

Media enquiries

[Contact the Acas press office](#)

Background notes

Acas is the leading authority on workplace relations and dispute resolution in Great Britain. We provide free, impartial advice to employers and employees on workplace rights, rules and best practice. We also provide training and tailored support for businesses that can help them succeed. Acas is a non-departmental public body that is governed by an independent Council made up of employers, employee representatives and independent members.