

NEW WORKPLACE LAWS

— *EMPLOYMENT RIGHTS ACT 2025*

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The CWU welcomes the introduction of the new Employment Rights Act 2025. This leaflet is designed to give you information on the rollout of the different aspects of the new Act, which are being staggered between now and April 2027.

CWU members will see real change and a significant uplift in worker rights thanks to the new Act brought in by the Labour government. Our intention will be to issue new resources whenever the new rights about to be implemented – our focus will be on those elements which impact on equality, of which there are quite a few.

First tranche of new laws and legal provisions:

FEBRUARY 2026

PATERNITY LEAVE AND UNPAID PARENTAL LEAVE

Starting from February 2026, employees in the UK now have the right to **'give notice'** to take paternity leave and unpaid parental leave from day one of their employment, removing previous service requirements. CWU Reps should note that the notice period for paternity leave has been temporarily reduced from 15 weeks to 28 days.



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APRIL 2026

DAY 1' PATERNITY LEAVE AND UNPAID PARENTAL LEAVE

Further to the ability to previously give notice to apply, from April 6, there will be a day 1 right to Paternity Leave and Unpaid Parental Leave.

WHISTLE-BLOWING RIGHT RELATING TO SEXUAL HARASSMENT

These new provisions are designed to strengthen protections for workers who 'blow the whistle' on sexual harassment.

BEREAVED PARTNERS' PATERNITY LEAVE

Bereaved Partners' Paternity Leave – (non-Make Work Pay measure) 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.

IMPROVEMENTS TO SSP (STATUTORY SICK PAY)

Removing the Lower Earnings Limit (LEL) and waiting period. Amongst other changes the 3-day unpaid waiting days will now be removed so SSP entitlement is from day 1 of sickness.

MENOPAUSE ACTION PLANS

From Spring 2026, organisations will be able to upload their Menopause Action Plans to a Government portal on a voluntary basis. From Spring 2027, this will become *mandatory*. This marks a fundamental shift in how menopause is treated at work. Menopause is no longer framed as an individual issue to manage privately.

MENOPAUSE GUIDANCE

The government has published new guidance to help employers take action on the gender pay gap and menopause support.

THE NEW FAIR WORK AGENCY

From the 7 April the new Fair Work Agency will be established. The Fair Work Agency is a new enforcement body in the UK, established as part of the Employment Rights Act 2025. Its primary purpose is to strengthen the enforcement of workplace rights and to investigate and act against employers who breach employment laws, thereby ensuring compliance and protecting workers' rights.

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NEXT STEPS...

October will see the next wave of exciting new legal provisions attached to the Employment Rights Act 2025 and will be writing to you again nearer the time to summarise these accordingly for you.

Any queries in relation to this leaflet should be directed to the Equality, Education & Development department.



education.cwu.org

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