



Department for  
Business & Trade

# The Plan to Make Work Pay

[gov.uk/makeworkpay](https://gov.uk/makeworkpay)

# Vision and objectives

## Growth

- **Strengthening labour market foundations** to support economic growth across the country.

## Productivity

- Improving **health, wellbeing and voice at work** to help to increase productivity.

## Fairness

- Improving Britain's **work, wages, prosperity, security, dignity, and living standards for all**.

## Equality

- Enhancing **equality of opportunity, treatment, and outcomes for all** in the workplace

*"The Government has set the country on the path of national renewal, building a Britain for all on the firm foundations of security, respect and opportunity."*



# Supporting Growth and living standards

- The Government's plan to Make Work Pay will bring our employment rights legislation into the 21st century, extending the employment protections already given by the best British companies to millions more workers across the country.
- We cannot build a strong economy with people in insecure work. So, we must make these changes now to strengthen the foundations of our economy and improve living standards.

900k+ workers  
benefitting from  
bereavement leave

1.5M workers into  
scope of right to  
Unpaid Parental  
Leave

Reducing dismissals  
of pregnant women  
and mothers  
returning from  
Maternity Leave

Up to 1.3M  
employees newly  
entitled to Statutory  
Sick Pay

9M employees to  
benefit from  
protections against  
Unfair Dismissal

Over 2M to benefit  
from changes to Zero  
Hour Contracts

30k fathers or  
partners into scope of  
Paternity leave



# Overview of Employment Rights Bill

- Address **one-sided flexibility** ensuring that jobs provide a baseline of security for workers.
- Support **family friendly rights** by improving flexibility and security
- Prioritise **fairness, equality and wellbeing of workers**.
- Ensure **workers get fair pay** for a fair day's work.
- Modernise **trade union** legislation giving trade unions greater freedom to organise, represent and negotiate on behalf of their workers.
- Improve **enforcement** of employment rights by establishing the **Fair Work Agency** to bring together existing state enforcement functions.

- The Bill is in its final stage of Ping-Pong in Parliament. The Government intends that it will pass as soon as possible.
- As is typical with employment legislation, further detail on many policies in the Bill will be provided through regulations after Royal Assent.
- We have begun to consult extensively on implementation.  
**The majority of reforms will take effect no earlier than 2026.**

“pro-growth, pro-business  
and pro-worker”



# Ending exploitative zero hours contracts

- The Plan to Make Work Pay will end one-sided flexibility, ensuring that jobs provide a baseline of security and predictability so workers can better plan their lives and finances.
- We are ending exploitative zero hours contract through three measures in the Employment Rights Bill:
  - A right to guaranteed hours, where the number of hours offered reflects the hours worked by the worker during a reference period.
  - A right to reasonable notice of shifts.
  - A right to payment for shifts cancelled, moved or curtailed at short notice.
- The measures will apply to both directly engaged workers and agency workers, with differences to reflect the different working arrangements with agency supplying agency workers to work for end hirers.

# Tipping

## **Current Law and Guidance**

- October 2024 – Employment (Allocation of Tips) Act and statutory Code of Practice on fair and transparent distribution of tips
- Tips must be passed onto workers without deductions and distributed in a fair and transparent manner
- Requirements to have tipping policy and tipping record
- Enforcement through tribunal system and applies across GB

## **Employment Rights Bill and Next Steps**

- ERB will make it mandatory for employers to consult with workers at their place of business when developing or revising tipping policies
- Intention to support worker participation in distribution of tips and enhance worker voices
- New public consultation after Royal Assent
- Updated statutory Code of Practice to be drafted and enacted – commencement expected October 2026

CONFIDENTIAL

# ERB Implementation Roadmap

- **The Roadmap** is Government's **initial plan** for implementation of the **Employment Rights Bill** measures.
- Our Roadmap demonstrates the Government's **commitment to full and comprehensive consultation** on the detail of **Make Work Pay**.
- As part of our **Plan for Change**, we are working at pace to deliver on our **commitment to Make Work Pay**, engaging and consulting throughout to **get the detail right**.
- Whether you're a **worker**, an **employer**, a **trade union**, a **representative organisation**, or from **civil society**, **your voice matters**.
- **Consultations and implementation will be phased**, allowing you to **plan your time and resources** to be ready when the changes come into effect.
- This was published on **Tuesday 1 July**.



## Phasing consultation

- We are consulting on key reforms from Summer 2025 to ensure they work in practice.
- Our aim is to sequence consultations to enable meaningful engagement.
- Consultations will include opportunities for direct engagement with Government.
- The expert insights and feedback gained so far have helped shape the reforms, and we'll continue to engage extensively before measures come into force.

### Live consultations

- Enhanced dismissal protections for pregnant women and new mothers (closes 15 Jan)
- Bereavement leave (closes 15 Jan)
- Trade Union Employer Duty to Inform (closes 18 Dec)
- Trade union Right of Access (closes 18 Dec)

## Phasing commencement

- **Policy measures will take effect in phases.** The Roadmap outlines **phases of delivery**: following **Royal Assent**, in **April 2026**, **October 2026**, and **2027**.
- Government will provide **more detail** on policies and **timelines** following consultation.
- This is the **right thing to do** for both **employers and workers**. We're ensuring a **proper readiness period** so stakeholders can prepare for the reforms while ensuring we deliver **tangible, and much needed, benefits to working people at pace**.



## Actions to take now to be ready

- Read the **Implementation Roadmap** to understand the timings for when the reforms will be implemented and **start considering the impact of these changes on your organisation**. In particular, the changes coming in from Royal Assent, shortly thereafter, and in April 2026.
- Begin to plan for how you will **update payroll and HR systems or review policies and procedures and communicate changes with staff**. Particularly for April 2026, key changes include
  - the strengthening of Statutory Sick Pay (removing waiting days and the Lower Earnings Limit)
  - removing the qualifying period for paternity leave and unpaid parental leave.
- **Review and respond to live consultations.**
- **Visit the Acas webpage** and watch their Employment Rights Bill webinar, sign up to their newsletter and book on their employment law masterclass on 4 December. [Employment Rights Bill – Acas](#)
- Look out for communications from **your professional or sector body**.

# Links to Make Work Pay



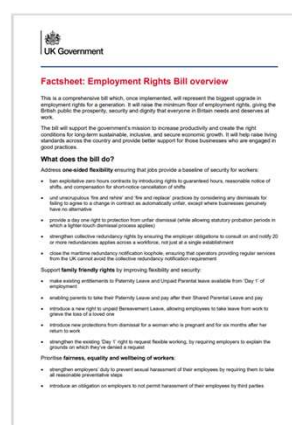
[Bill Documents](#)



[Next Steps to Make Work Pay](#)



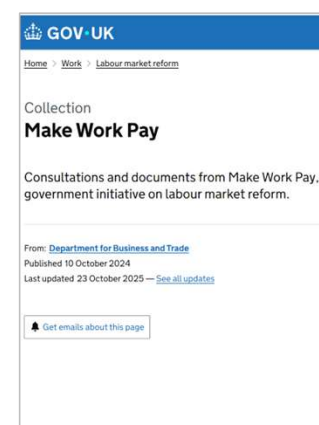
[Impact Assessments](#)



[Factsheets](#)



[Implementation Roadmap](#)



[Live Consultations](#)

For more information, requests for engagement or to answer any questions, please contact members of the team at the Department for Business and Trade.

[gov.uk/makeworkpay](https://gov.uk/makeworkpay)

## Measures that will take effect at Royal Assent and soon after

- The Strikes (Minimum Service Levels) Act 2023 will be repealed immediately upon Royal Assent.

### Soon after Royal Assent:

- Repeal of the great majority of the Trade Union Act 2016
- Removing the 10-year ballot requirement for trade union political funds
- Simplifying industrial action notices and industrial action ballot notices
- Protections against dismissal for taking industrial action

## Changes coming in April 2026

- Collective redundancy protective award – doubling the maximum period of the protective award
- 'Day 1' Paternity Leave and Unpaid Parental Leave
- Whistleblowing protections
- Fair Work Agency body established
- Statutory Sick Pay – remove the Lower Earnings Limit and waiting period
- Simplifying trade union recognition process
- Electronic and workplace balloting
- Gender pay gap and menopause action plans (introduced on a voluntary basis in April 2026)