



Employment Rights Act

Industrial relations and action

Bevan Brittan 

The Employment Rights Act 2025 introduces significant changes to how employers engage with trade unions and manage industrial action.

These reforms include:

- **Expanded trade union recognition rights:** lower thresholds and broader access to statutory recognition
- **Workplace access for any independent union:** new rights for unions to meet workers on-site
- **Lower strike ballot thresholds:** reduced participation requirements making industrial action easier to authorise
- **Longer industrial action mandates:** extended validity periods for strike ballots
- **Shorter notice periods:** reduced time for employers to prepare for industrial action
- **Day 1 union membership disclosure:** new worker rights to declare membership from their first day
- **Check-off changes:** restrictions on employers' ability to control union subscription deductions

These changes are not simply an HR compliance exercise. They require updates to systems, processes, reporting mechanisms, governance structures, and workforce planning.

Industrial relations affect your whole organisation. From board-level decision-making to frontline operations, these reforms introduce new business continuity risks, potential cost pressures, and operational challenges. The shift in the balance of industrial relations requires organisations to move beyond reactive compliance and build proactive, positive employee relations strategies that reduce conflict, maintain operational resilience, and foster genuine engagement.

Organisations that prepare early – by strengthening dialogue, updating policies and facility agreements, training managers, and embedding collaborative approaches – will be better positioned to navigate the new landscape, maintain business continuity, and reduce the risk of costly disputes and disruption.

We support employers to interpret the new rules, develop robust industrial relations strategies, conduct risk assessments, strengthen communication and bargaining frameworks, and manage recognition processes and industrial action with confidence and clarity.



What makes this practice unique is the calibre of the team and the consistently high quality of their advice. They take the time to understand our business, how we work, and what we need – not just in terms of legal advice, but in terms of how it's delivered. Their ability to adapt their style and approach accordingly sets them apart.

Legal 500, 2026

Supporting our clients

With an increasing focus on preparation and readiness, our support and advice is wide ranging.

Strategic board briefings

Ensuring leadership understands the business implications, by providing:

- In-person expert briefings for boards and executive teams
- Scenario planning and risk mapping
- Business continuity and contingency planning
- Cost impact assessments

Policy and agreement reviews

Ensuring your policies and facility agreements are fit for purpose, including:

- Trade union recognition agreement audits
- Facility time and workplace access policy reviews
- Drafting bespoke collective bargaining frameworks
- Template policy and procedural packages

Bespoke training and development

Equipping managers and leaders to navigate the new landscape through:

- Trade union recognition processes and statutory procedures
- Managing industrial action and strike ballots
- Facility agreements and union engagement
- Collective bargaining and consultation strategies
- Webinars and focus group sessions

Project management and operational support

Delivering hands-on assistance with:

- Recognition claim project management
- Template letters, scripts, and correspondence
- Internal communications and stakeholder engagement
- Negotiation support and strategy development

Day-to-day advice and helplines

Providing responsive, practical guidance on:

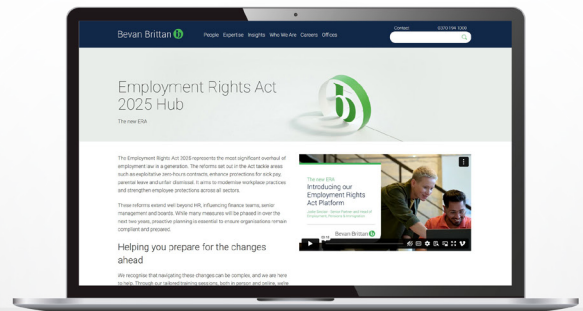
- Union membership disclosure requests
- Workplace access and facility time queries
- Industrial action notices and ballot validity
- Ongoing case management and dispute resolution

BB Solutions

Experienced HR consultants who are able to:

- Facilitate constructive dialogue between management and unions
- Conduct employee relations culture reviews
- Provide mediation and dispute resolution services

[CLICK HERE](#) to explore our Employment Rights Act 2025 Hub



Our specialist team



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