



**Business and Trade
Committee**

Thursday, 22 January 2026

Kate Dearden
Minister for Employment Rights and Consumer Protection
Department for Business and Trade

Subject: Implementation and consultation timeline for the Employment Rights Act

Dear Kate,

I write to request the following information regarding the current timelines for consultations under the Employment Rights Act. For each policy within the Act, please could you confirm:

- When the consultation was launched or is expected to be launched; and
- When the policy is expected to come into effect.

Please could you also confirm whether any of these timelines have changed since the roadmap was published on 1 July 2025.¹

I would appreciate if you could provide this information by **Thursday 5 February 2026**.

Yours sincerely,

Rt Hon Liam Byrne MP
Chair of the Business and Trade Committee

¹ [Implementing the Employment Rights Bill](#), July 2025