

# Handout 01: A-Z of Trade Union Reforms

Reforms to UK industrial relations will be introduced in phases. As we receive further updates from the Government, these details may be adjusted. You can find the latest information on the transitional arrangements [here](#).

## Minimum Service Levels

**18 December 2025:** Repeal the Strikes (Minimum Service Levels) Act 2023

## Industrial action ballots: support threshold

**18 February 2026:** -Removal of the 40% threshold currently required to support strike action in critical public services (fire, health, education, transport, border security and nuclear decommissioning sectors). No threshold exists, just simple majority

## Industrial action ballots: mandate for industrial action

**18 February 2026:** Strike mandates to last 12 months (or 9 months if employer agrees)

## Industrial action ballots: information provided of intent to ballot

**18 February 2026:** Notices provided by the unions of their intent to ballot must include:

1. the total number of employees in each of the categories of workers being balloted
2. the number of workers concerned at each workplace
3. an explanation of how these figures, and the total number of employees concerned, were arrived at

## Industrial action ballots: information provided of taking industrial action

**18 February 2026:** Notices provided by the unions of taking industrial action must include:

1. the number of affected workers in each category listed
2. an explanation of how this figure was determined



Picketing

**18 February 2026:** Remove the additional requirement for unions to supervise picketing and the need to appointment a supervisor

Political funds contribution

**18 February 2026:** New union members automatically opted in to contribute to a political fund (unless expressly opt out) and there will no longer be a requirement to hold a ballot every 10 years to maintain the political funds

Protection against dismissal

**18 February 2026:** Automatic unfair dismissal protection throughout strike action (previously only applied for the first 12-weeks)

Public sector: Check off system

**18 February 2026:** Public sector: Unions not required to pay for the administration of the check off system (although some exceptions exist)

Facility time

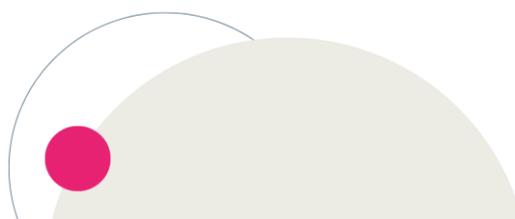
**18 February 2026:** Relevant public sector employers remain required to publish information about a relevant period (other reporting requirements removed)

Certification officer

**18 February 2026:** Investigation powers to be reduced and limited to investigating financial affairs

Levy payments

**18 Date 2026:** Levy payment no longer required by a union or employer association



### Electronic balloting

**From April 2026:** Introduction of a wider use of electronic balloting through a new Code of Practice and Regulations

### Trade Union Recognition payments

**April 2026:** The union will no longer be required to demonstrate that there is likely to be a majority support for recognition.

### Ballots for recognition

**April 2026:** When balloting, the unions will only need to receive a simple majority (currently 40%) from those voting in the ballot from the bargaining unit.

### New rights being introduced

**October 2026:** Further detail required

- Duty to inform workers of their right to join a trade union
  - Strengthen trade union rights of access
- A new right to reasonable accommodation and facilities for trade union representatives carrying out their duties
- A new statutory role of union equality representatives with the right to paid time off to carry out duties
- Extending protections against detriments for industrial action

