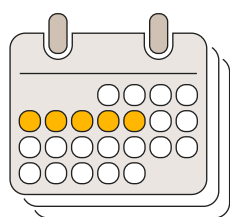


Upcoming reforms will expand trade union rights and collective voice, including repeal of the Trade Union Act 2016, easier recognition, electronic/workplace balloting, stronger union access, and lower thresholds for industrial action. Take a proactive, collaborative approach to employment relations to reduce risk, strengthen trust, and maintain organisational performance.

What people professionals need to do:



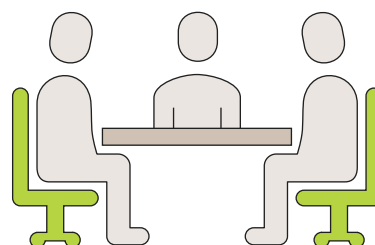
Plan ahead: Track government timelines using the [CIPD tracker](#).



Stay compliant: Ensure statutory [employee consultation](#) is robust and strategic.



Strengthen employee voice: Build an employee voice framework combining [individual and collective channels](#).



Work constructively with unions: Develop [trust-based relationships](#) and a joint working ethos.



Manage conflict proactively: Encourage early resolution and equip managers with [conflict-handling skills](#).