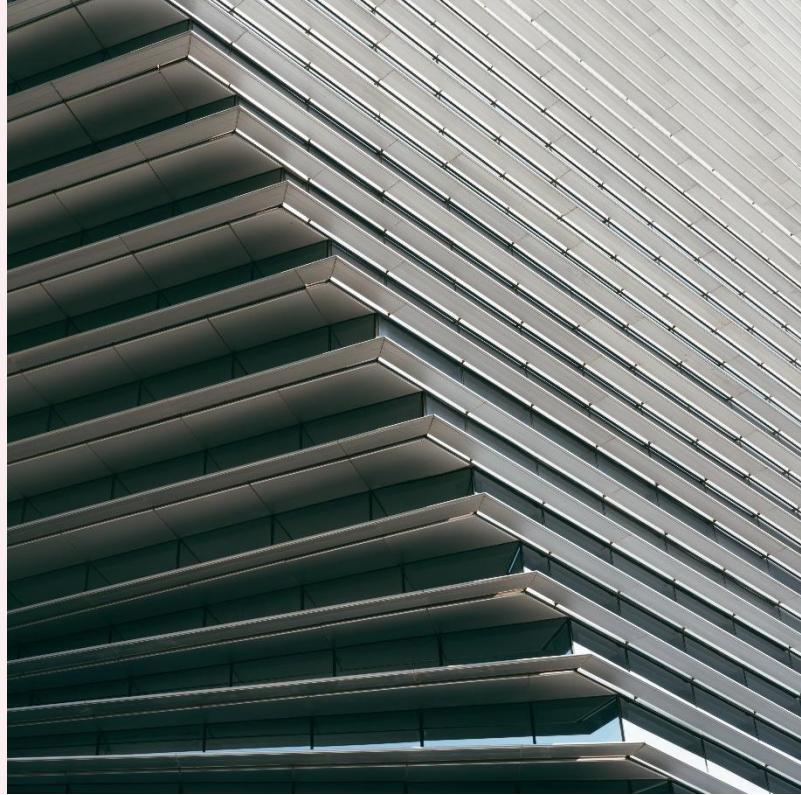


CONSULTATION: DUTY TO INFORM WORKERS OF THEIR RIGHT TO JOIN A TRADE UNION

November 2025



Key issues

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PURPOSE AND SCOPE OF CONSULTATION

In October 2026 Employers will be under an obligation to inform workers of their right to join a trade union. This consultation seeks views on the practical implementation of this duty, specifically regarding the content, form, delivery, and frequency of the required statement to workers.

PROPOSED CONTENT OF THE STATEMENT

The government proposes that the statement to workers should include:

- An overview of trade union functions;
- A summary of statutory rights relating to union membership;
- A list of recognised trade unions (if any); and
- A signpost to a GOV.UK page listing trade unions.

FORM OF THE STATEMENT

Two options are considered:

- A standardised government-provided statement, with employers adding only workplace-specific details (such as which trade unions are recognised by that employer); or
- An employer-drafted statement, compliant with government content requirements, with a model template available (allowing employers flexibility to customise the statement to their employees while still meeting the mandatory content requirements).

The government's preference is for the standardised approach.

MANNER OF DELIVERY

For new workers, direct delivery (e.g., email or letter) alongside the statement of employment particulars is the government's preferred option. For existing workers, employers may deliver the statement either directly or indirectly (e.g., via intranet or noticeboard). It has yet to be determined whether an employer that elects to deliver the statement indirectly will also be required to provide reminders. The Government is not in favour of imposing a reminder obligation on employers. .

FREQUENCY OF DELIVERY

The government proposes annual delivery of the statement (or reminder, if this option is implemented alongside the ability to use indirect methods of notification) to existing workers, aligning with other HR cycles and statutory reporting obligations.

PENALTY FOR NON-COMPLIANCE

There will be no free standing right to bring a non-compliance claim; however a claim can be bolted on to another statutory employment claim before the employment tribunal. In the event of a failure to provide the written statement an employment tribunal may uplift compensation in relation to any successful claim before it by an additional two or four weeks' pay.

TIMEFRAME

The consultation closes on 18 December 2025. Consultation responses will inform the development of secondary legislation, with implementation of the new employer duty targeted **for October 2026**.

PRACTICAL CONSIDERATIONS

- Employers will need to review and potentially update onboarding and HR processes to ensure compliance with the new duty.
- The standardised statement approach is likely to minimise administrative burden and legal risk, but employers must ensure workplace-specific information is accurate and up to date.

- Indirect delivery for existing workers offers flexibility but may require robust internal communication strategies to ensure accessibility and awareness.
- Employers must have mechanisms in place to ensure the accuracy of recognised union lists, especially in workplaces with multiple unions or changing recognition agreements.
- Responsibility for ongoing compliance and delivery record-keeping should be allocated.

[Consultation: Duty to Inform Workers of Their Right to Join a Trade Union](#)

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