STATUTORY INSTRUMENTS

2026 No. 473

EMPLOYMENT TRIBUNALS

The Employee Study and Training (Procedural Requirements) (Amendment) Regulations 2026

Made - - - -	*28th April 2026*
Laid before Parliament	*29th April 2026*
Coming into force - -	*1st October 2026*

The Secretary of State makes these Regulations in exercise of the powers conferred by sections 63F(4), 63G(1)(d) and 236(5) of the Employment Rights Act 1996(**a**).

Citation, commencement, extent and interpretation

1.—(1) These Regulations may be cited as the Employee Study and Training (Procedural Requirements) (Amendment) Regulations 2026 and come into force on 1st October 2026.

(2) These Regulations extend to England and Wales and Scotland.

(3) In these Regulations, "the 2010 Regulations" means the Employee Study and Training (Procedural Requirements) Regulations 2010(**b**).

Amendments to the Employee Study and Training (Procedural Requirements) Regulations 2010

2. In regulation 17(2) of the 2010 Regulations (complaint to employment tribunal), in sub-paragraphs (a) and (b), for "three" substitute "six".

Transitional provision

3. The amendments made by regulation 2 do not apply where the date of the failure, or threat to fail, to comply with regulation 16(2), (3), or (5) of the 2010 Regulations to which the complaint relates occurs before 1st October 2026.

(**a**) 1996 c. 18; sections 63F and 63G were inserted by section 40 of the Apprenticeships, Skills, Children and Learning Act 2009 (c. 22).
(**b**) S.I. 2010/155, amended by S.I. 2014/431.

Kate Dearden
Parliamentary Under-Secretary of State
Department for Business and Trade

28th April 2026

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations amend the Employee Study and Training (Procedural Requirements) Regulations 2010 (S.I. 2010/155) ("the 2010 Regulations").

Regulation 2 amends the 2010 Regulations to extend the time limit, from three to six months, for presenting a complaint to an Employment Tribunal in relation to an employer's failure, or threat to fail, to comply with an employee's right to be accompanied at a meeting to discuss study or training.

Regulation 3 provides that the extension to the time limit only applies where the failure, or threat to fail, to comply occurs on or after 1st October 2026.

A full impact assessment, which outlines the effect that extending Employment Tribunal time limits will have on the costs to businesses, stakeholders, and households, is available as part of the impact assessments for the Employment Rights Act 2025 and related secondary legislation on www.gov.uk/guidance/employment-rights-bill-impact-assessments and from the Department for Business and Trade, Old Admiralty Building, Admiralty Place, London, SW1A 2DY.

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