

November 2025 Newsletter

NEW BLOG POST!

Stay compliant and confident Discover simple, practical ways to keep on top of employment law without the stress in our latest blog.

Your FAQ's

Answers to your most common questions - this month around NMW increases and cancelling annual leave.

Workplace mediation

Discover how tailored HR training can strengthen your team, build confidence, and create a culture of growth and compliance across your organisation.

HR Help:

What you need to know

FAQ

Do we need to update contracts when the National Minimum Wage increases?

Yes, if an employee's pay is affected by the increase, you must update their contract or issue a variation letter confirming the new rate. While the change itself is a legal requirement, keeping your documentation up to date protects your business and ensures transparency with your team. It's also a good time to check other contractual terms, such as benefits or working hours, remain accurate.

Can we cancel annual leave that's already been approved?

In some situations, yes – but it should be a last resort. Employers can cancel annual leave if there's a genuine business need, provided they give at least the same amount of notice as the length of the planned holiday.

For example, if an employee has booked five days off, you should give at least five days' notice to cancel. Always explain the reason clearly and consider how it may impact morale or wellbeing.

[Need help with your policies? Get in touch!](#)



BLOG

Keeping up with employment law can feel overwhelming when you're already managing the day-to-day of running a business.

But compliance doesn't have to be complicated.

From understanding the basics to keeping your policies up to date, there are simple steps you can take to protect your business and your people.

Getting the right documents in place, maintaining accurate records, and training managers can make all the difference in staying compliant and confident.

We've broken down the key areas every employer should know, along with practical advice to help you stay on top of your legal obligations without the stress.

[Read the full blog here: How to Stay Compliant with Employment Law Without the Headache](#)

Building Confident, Capable Teams Through Practical HR Training

Effective training is one of the most valuable investments a business can make. It builds confidence, strengthens leadership, and ensures everyone understands their role in creating a positive and compliant workplace.

At NCS HR, our training sessions are designed to be engaging, practical, and tailored to your organisation. Whether you need to develop your managers, refresh your HR knowledge, or upskill your team in key areas, we make learning relevant and enjoyable.

We deliver training on a wide range of topics, including performance management, equality and inclusion, absence management, recruitment best practice, and mental health awareness.

Each session focuses on real-life scenarios and is tailored to your organisation's style and culture, giving participants the confidence to apply what they learn straight away.

Top Tips for Employers:

- ✓ Identify skills gaps early and plan training proactively
- ✓ Focus on practical learning, not just theory
- ✓ Involve managers to ensure consistency across teams
- ✓ Follow up after training to embed new behaviours
- ✓ Regularly review and refresh sessions to stay compliant

By investing in the development of your people, you strengthen your business from the inside out. Training not only builds capability but also boosts engagement, retention, and overall performance.

Discover how NCS HR can help you create a confident, capable workforce through tailored training.

 [find out more here.](#)



A note from Nicola...

As we move into November, it's all about helping you stay compliant, confident, and ready for the new year ahead.

This month, we're answering common HR questions around updating contracts following minimum wage increases and whether employers can cancel pre-approved annual leave. Both are important topics as businesses plan for the year-end and start preparing for 2026.

We've also shared a practical blog on how to stay compliant with employment law without the headache – packed with straightforward tips to protect your business and give you peace of mind.

With December fast approaching, now is the perfect time to check your documents, review pay structures, and make sure everything is up to date. If you'd like some tailored advice on where to start, I'd love to hear from you.

