

# THE NCS HR UPDATE

PRACTICAL ADVICE AND SUPPORT FOR EMPLOYERS



Hi, I'm Nicola, Founder and HR Consultant at NCS HR Solutions.

It has been another busy month supporting our clients, and we're delighted to welcome Louise Wright to the team as we continue to grow.

This month we've supported clients with grievances and employee relations matters, alongside delivering management training to help managers confidently handle workplace issues. Investing in manager capability can save valuable senior management time and reduce business costs.

We're also starting to touch on employment law changes coming into effect from April, helping clients understand what may need attention in the months ahead.

As always, our aim is to provide clear, practical HR advice without the jargon, so you can stay compliant and focus on running your business.

If you'd like support with any HR matters, please get in touch.



WELCOME ✨  
to the TEAM

We're so excited to welcome Louise to the team as our newest HR Consultant.

Louise brings extensive experience supporting operational and manufacturing-led businesses, including several years at Airbus across the UK and Europe. She understands fast-paced environments where HR must be practical, responsive, and commercially focused.

What really stands out is how Louise works. She is professional, calm and solutions focused, building trusted relationships quickly and working collaboratively with managers to resolve issues fairly and effectively.

She is passionate about helping SMEs strengthen their people foundations so they can grow sustainably and operate with confidence, something we care deeply about too.



*Welcome to the team, Louise. We're so pleased to have you on board!*

## Employment Law Changes in April 2026

**Several employment law changes are due to come into effect in April 2026.**

While many of these updates are designed to strengthen employee rights, they also highlight the importance of ensuring your policies, processes and management practices remain up to date.

### Changes to statutory pay and minimum wage.

As with most years, statutory pay rates and the National Minimum Wage will increase. Employers should ensure payroll systems and pay rates are updated to reflect the new thresholds.

### Updates to leave entitlements.

Certain family-friendly rights will become day-one rights for employees, including paternity leave and unpaid parental leave. This means employees will no longer need to meet a minimum service requirement before accessing these entitlements.

### Changes to Statutory Sick Pay.

The 3 waiting days for Statutory Sick Pay are being removed to expand eligibility, meaning some employees may receive sick pay from the first day of absence.

### Changes to trade union legislation.

Reforms under the Employment Rights Act 2025 will simplify union recognition and voting processes. Unions will only need a simple majority in recognition ballots.

Employment law changes can feel complex, but with the right preparation, they are manageable. If you would like support reviewing your policies or ensuring your business is prepared for upcoming changes, please get in touch.



## ***HR Help: What you need to know***

### I keep seeing that I should review my policies and contracts – why does it matter?

Employment law and workplace expectations change regularly, and policies or contracts that were compliant a few years ago may now be outdated. As a business owner, not reviewing these documents can increase the risk of disputes, inconsistent management decisions and potential compliance issues. Keeping them up to date helps protect the business and ensures managers have clear guidance when handling people matters.

### My holiday year runs April to April – do I need to check how Easter bank holidays fall this year?

Yes, it is worth checking. When Easter falls across March and April, it can affect how many bank holidays fall within your holiday year, which may impact employee holiday entitlement and planning. It is also important to review employment contracts, as they may specify a set number of bank holidays within the overall entitlement. As an employer, you must still ensure employees receive at least their statutory holiday entitlement.