

THE NCS HR UPDATE

PRACTICAL ADVICE AND SUPPORT FOR EMPLOYERS



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

Over the past few weeks, we've been working closely with businesses on employee relations matters, including grievances, as well as delivering management training. Building manager confidence in handling workplace issues not only strengthens your team, but also saves valuable time and reduces wider business costs.

This month has also seen a number of employment law changes come into effect.

We've been supporting clients to navigate these updates, ensuring they understand what's changed and what actions are needed to remain compliant.

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

If you need support with any HR matters, we're here to help.



We partner with BreatheHR - why is this important with the recent changes?

With the April employment law updates, particularly the new requirement to keep detailed holiday and pay records, having the right systems in place is more important than ever.

As a Breathe partner, we support businesses in setting up and managing a system that accurately tracks annual leave, records key data and provides a clear audit trail.

This helps ensure compliance with the new requirements while reducing manual admin and the risk of errors.

BreatheHR also supports wider HR processes, giving you one central place to manage employee records, absence and documentation, keeping everything organised and accessible.

We tailor the system to your business and provide ongoing support, so you can be confident your processes are compliant and working efficiently.

If you would like support with BreatheHR setup and implementation, please get in touch to see how we can help.



April Employment Law Changes Are Here – What Do They Mean for You?

You've likely seen the headlines around the Employment Rights Act and the April 2026 changes. For many businesses, it's created uncertainty and, in some cases, unnecessary concern.

The reality? It's far more manageable than it may seem. While there are some important updates now in effect, most businesses don't need to start from scratch. Instead, this is about reviewing what you already have in place and making sure your processes are clear, consistent and working as they should.

In our latest blog, we break down the key changes in a straightforward, practical way, including:

- Day one rights for family-friendly leave
- Changes to Statutory Sick Pay
- Increases to pay rates and statutory payments
- New requirements around holiday record keeping
- Increased risk in redundancy processes
- Greater focus on compliance and enforcement



We also share what you should be doing now to stay compliant and avoid unnecessary risk. If you're looking for clear, no-nonsense HR guidance, this is a great place to start.

You can read the full blog here. If you'd like support reviewing your policies, processes or systems in light of these changes, we're here to help.

HR Help: What you need to know

Do I need to make any immediate changes following the April employment law updates?

Not necessarily immediate, large-scale changes, but it is important to sense-check your current setup. This includes reviewing your absence processes in line with Statutory Sick Pay changes, ensuring payroll is updated with the new rates, and checking that managers understand any new day one rights. A proactive review now can help prevent issues later and ensure your business remains compliant without unnecessary disruption.

I've heard about new rules on holiday records – what does this mean for my business?

From April 2026, employers are required to keep detailed records of annual leave and holiday pay for six years. This includes leave taken, how holiday pay is calculated, and any payments made in lieu. For many businesses, this highlights the need for a clear and consistent system. Having accurate records not only supports compliance but also protects the business if queries or disputes arise in the future.