

THE NCS HR UPDATE

PRACTICAL ADVICE AND SUPPORT FOR EMPLOYERS



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

As we head into the new year, my focus remains on making sure you feel informed, prepared and confident about what's coming next.

With continued changes to employment rights and legislation, I know many business owners are feeling uncertain about what this means in practice. Nothing is changing overnight, but the direction is clear, and a little forward planning now can make a big difference.

My aim is always to provide clear, practical guidance without the jargon, so you can make informed decisions and stay compliant without added stress.

As ever, if you have any questions or would like support reviewing your HR processes, please don't hesitate to get in touch.

A handwritten signature in white ink that reads 'Nicola'.

Employment law changes in 2026

Several important employment law changes are expected to come into force in April 2026, with final details still being confirmed. These include day one unfair dismissal rights, changes to Statutory Sick Pay, and expanded family and bereavement leave.

Employees are expected to gain the right to claim unfair dismissal from their first day of employment. Statutory Sick Pay is also likely to be payable from day one of absence, increasing the importance of effective absence management.

In addition, paternity and parental leave are expected to become available from day one, alongside the introduction of bereavement leave.

What does this mean for your business?

You will need to ensure your HR policies are in place and kept up to date, and that managers understand the changes and feel confident applying them.

We can support by updating existing policies or putting brand new policies in place, helping you stay compliant and prepared.

If you would like support reviewing your documentation or preparing your managers, we're here to help.

WHY MANAGEMENT AND LEADERSHIP TRAINING MATTERS

Strong managers and leaders are key to a well-run business. When people in leadership roles are confident and well supported, issues are addressed early, teams are managed consistently, and problems are far less likely to escalate.

Investing in management and leadership training can save your business time and money by reducing absence, improving performance, and lowering the risk of grievances or legal claims. It also supports engagement and retention, as employees are more likely to stay where leadership feels fair, capable and consistent.

We offer practical, HR-led management and leadership training, focused on real workplace situations rather than theory. Our training supports leaders and managers with:

- Managing performance and absence
- Leading confident, effective conversations
- Understanding employment responsibilities
- Knowing when to escalate issues
- Creating consistency through good documentation

Training can be delivered in person or online and tailored to your organisation.

If you'd like to develop stronger managers and leaders across your business, we're always happy to talk.



National Minimum Wage increases

REMINDER

It's that time of year again...

National Minimum Wage and National Living Wage rates are expected to increase from April 2026.

Now is a good time to review pay rates across your workforce, particularly where employees sit close to the minimum thresholds, to ensure ongoing compliance.

If you'd like support reviewing pay structures or understanding how the changes may affect your business, we're here to help.

HR Help: What you need to know

How can we keep on top of holiday tracking and HR admin?

Accurate records are essential, particularly as employment rights continue to evolve. We partner with **Breathe HR**, an easy-to-use HR system that helps businesses manage holiday, absence and employee records in one place, reducing admin and minimising risk.

It also gives managers clear visibility, making planning and decision-making easier.

Do we still need HR support if we use an HR system?

Absolutely. An HR system supports the process, but it doesn't replace advice. We work alongside Breathe HR to help you stay compliant, sense-check decisions and deal with issues as they arise.

Need help getting organised for the year ahead? We can support with holiday policies, HR admin, and setting up or managing Breathe HR for your business. Just get in touch.

