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Present...

Employment Law

What's Changed & What You Should Already Have Done

Sonia Rai - Founder and Director of Nectar HR

Sarah McCormack - Delphi Care Solutions



Meet your expert speakers...

Sonia Rai

Founder and Director of Nectar HR



- Masters in HR
- Over 20 years experience
- Specialist in Employment Law and CQC/Regulated bodies
- Broad HR Generalist knowledge

Meet your expert speakers...

Sarah McCormack

BDM - Delphi Care Solutions



- Experienced as a specialist CQC advisor
- Over 20 years experience in Health & Social Care
- Specialist in Quality Assurance and CQC
- Expert in regulation and compliance

Before we begin...

Participation & Engagement



- Please ask any questions, at any time.
- Share your thoughts - this is an opportunity to have an open discussion.
- Respect other's views, and let other finish speaking.

Timing & Breaks



- This session is due to finish at 12:00

Phones & Devices



- Please remain on mute to remove any background noise (unless you wish to ask a question!)
- If you need to take an urgent call, please do so.

Safety & Comfort



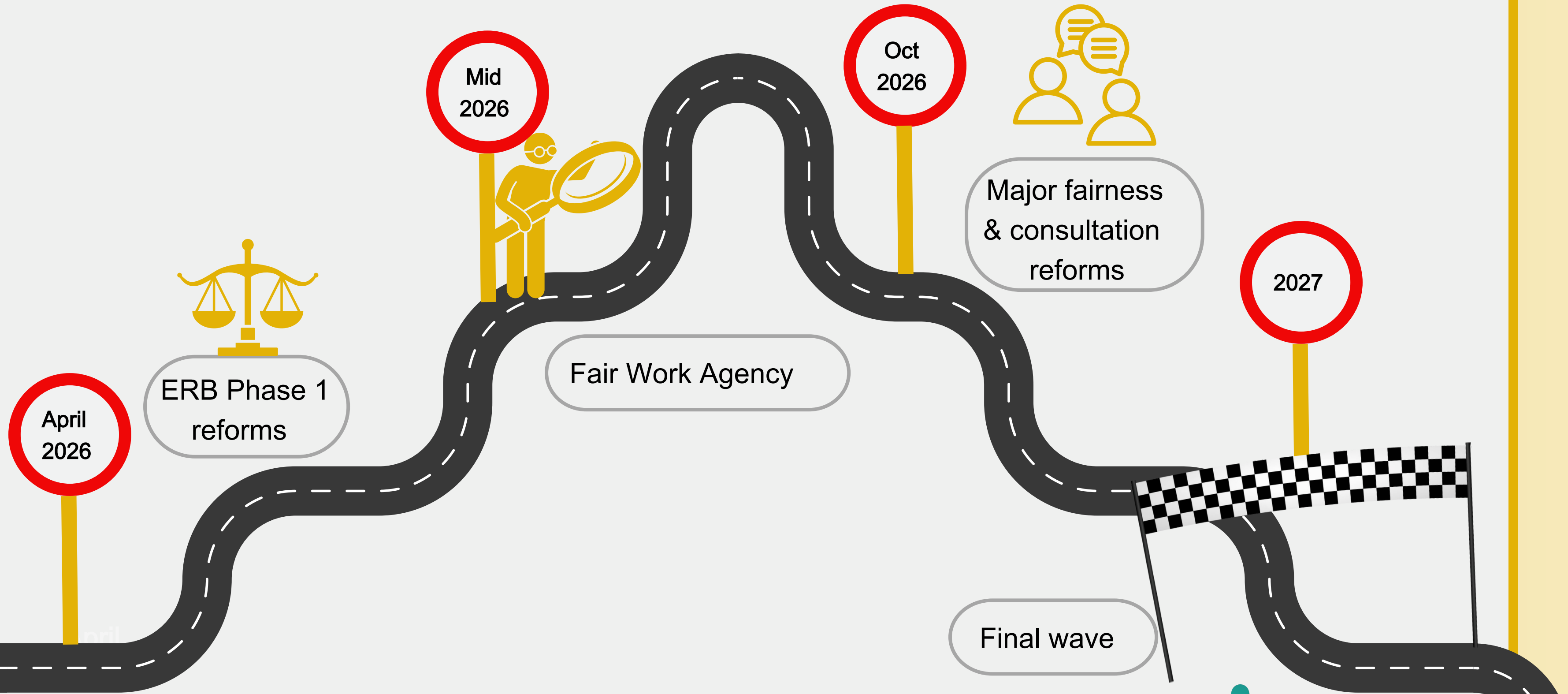
- As we are all in our own homes/offices, if there is a fire alarm please exit the call and follow your usual processes.
- If you need a comfort break, feel free to leave and join as required.

**On a scale of 1 -10, how
confident are you with the
ERB?**

Today we will cover

- Updates to National Minimum Wage (NMW), Statutory Benefit Increases, Rolled -Up Holiday Pay Changes, Preventing Sexual
- Harassment, Neonatal Care Leave
- Trade Union Access & Recognition
- Day -One Parental & Paternity Leave
- Sick Pay Reform
- Collective Redundancy: Protective Award Doubled
- Fair Work Agency – Preparing Your Business

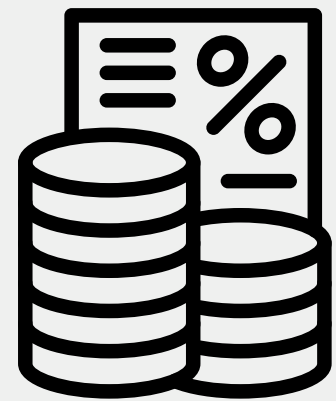
Timeline



National Minimum Wage

Employers must consider:

- Training time
- Training cost deduction
- Contractual Agreements
- Final Pay Protection



Must not bring employee below NMW

Statutory Benefit Increases

Statutory Sick Pay



- Weekly rate: £118.75
- Earnings threshold: £125 per week
- SSP is payable for up to 28 weeks for eligible employee

Further reforms due in April 2026



Statutory Family Leave



- Weekly rate: £187.18
- This applies to:
 - Statutory Maternity Pay (SMP)
 - Statutory Paternity Pay (SPP)
 - Statutory Adoption Pay (SAP)
 - Shared Parental Pay (ShPP)
 - Statutory Parental Bereavement Pay (SPBP)
 - Statutory Neonatal Care Pay (SNCP).

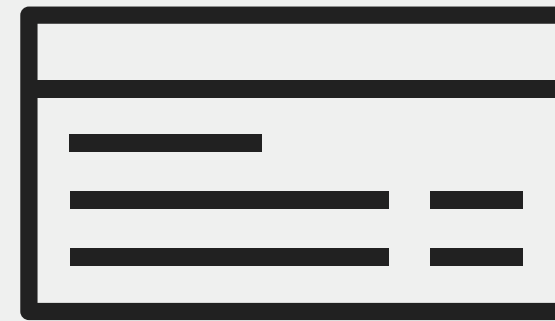
Rolled up Holiday Pay



Included in
regular wages



12.07% of
wages



Itemized
Pay Slip

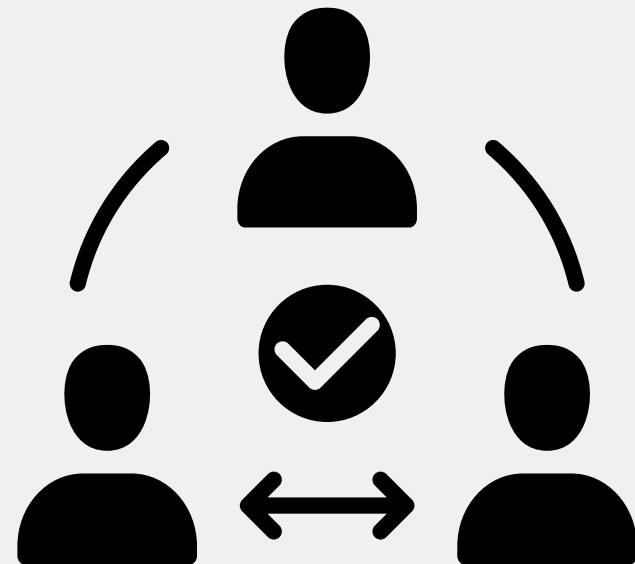


Clear contract

Prevention of Sexual Harassment



Employers can
be liable



Third Party
Harassment



25% uplift



Average - £53,403
Maximum - £995,128

Neonatal Care Leave

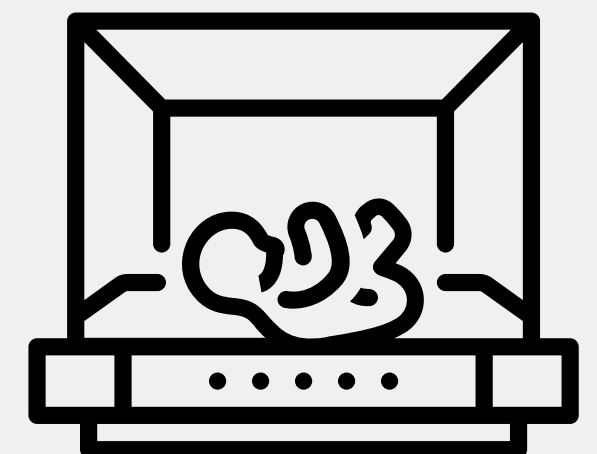


26+ weeks' service

Up to 2 weeks paid leave

£187.18/week

Documentation required



Trade Union Reforms

Strikes and Ballots

Minimum Service Levels repealed

No legal right to enforce minimum staffing during strikes

Greater operational impact likely

2016 Trade Union Act rolled back

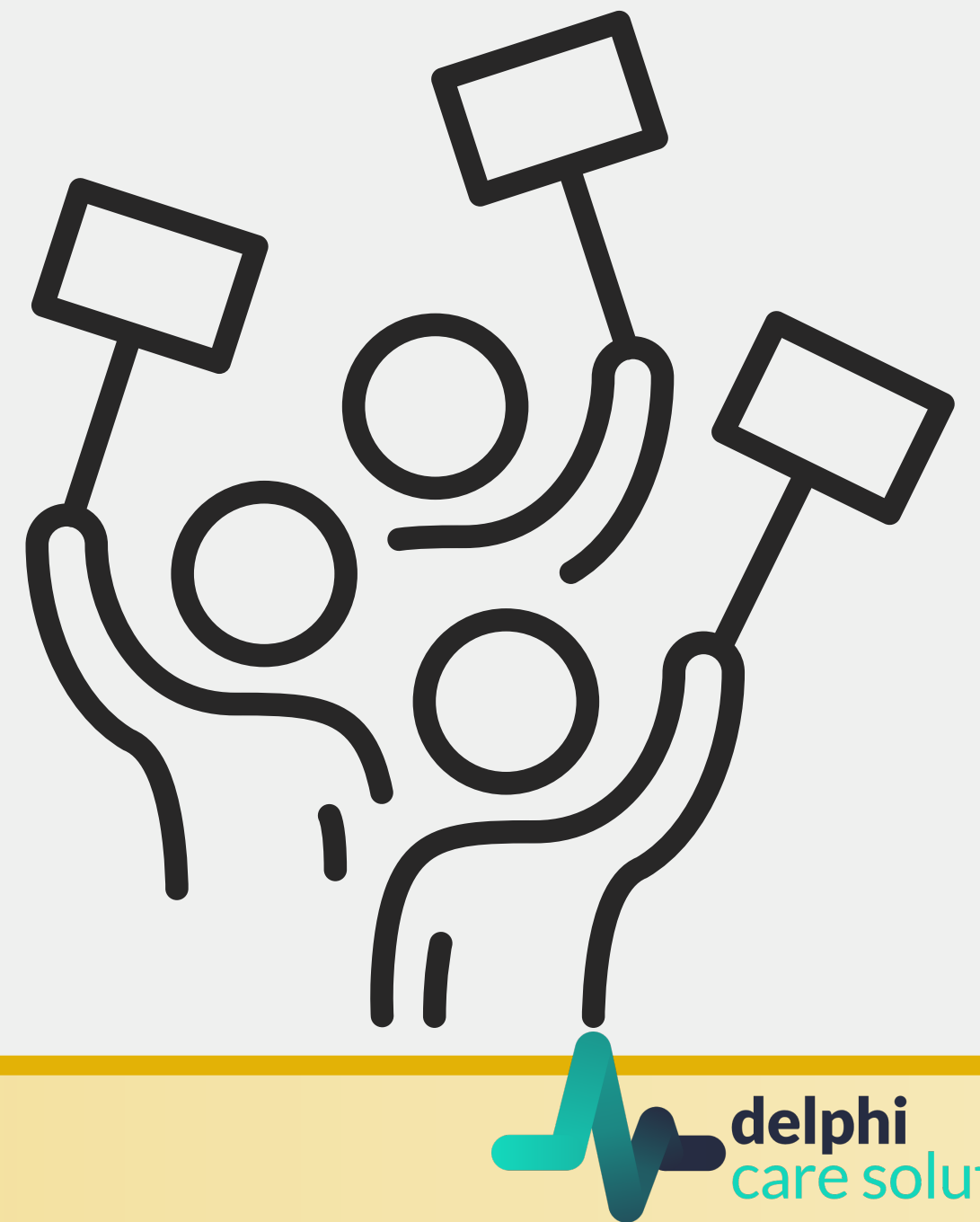
Lower thresholds for strike ballots

Strikes easier to call – expect more action

Union Political Funds

No 10-year re -ballot requirement

Potential increase in political campaigning



Trade Union Access & Recognition

New rules

- Easier digital and in-person access for unions
- Stronger routes to recognition
- Increased penalties for obstruction



Implications

- More workplaces may face recognition requests
- Employers must allow fair access and dialogue



Day -One Parental/Paternity Leave

Current:

Parental leave eligibility after 1 year service

Paternity Leave eligibility after 26 weeks service by qualifying week

April 2026:

Both available from day one of employment

Action:

Update family leave policies and manager guidance



Statutory Sick Pay Reform

Current:

3 “waiting days” before SSP

Lower Earnings Limit applies

April 2026 changes:

No waiting days – SSP payable from day one

No lower earnings limit – wider eligibility

Implications:

Higher costs, need for robust absence management



Redundancy: Protective Award

Current: protective award = up to 90 days' gross pay for failure to consult in collective redundancy.

From April 2026: doubles to 180 days.

Risk: higher tribunal awards, increased financial exposure.

Action: review redundancy consultation procedures, manager training.

Fair Work Agency

What's changing:

A new Fair Work Agency (FWA) will launch in April 2026.

It will combine and strengthen enforcement of key employment rights, including:

- National Minimum Wage
- Holiday pay
- Statutory Sick Pay (SSP)
- Family leave rights
- FWA will take on powers from multiple existing bodies (e.g. HMRC's NMW team, BEIS enforcement functions).

Implications



Expect proactive enforcement - investigations may be triggered even without a worker complaint.



Increased financial and reputational risk for non-compliance.



Need for robust audit trails in payroll, holiday, and absence systems.



Possible overlap with other regulators (HMRC, HSE, CQC) - coordinated enforcement likely.

Practical Preparation

Apply by: Q1 2026 → ready for Oct 2026 reforms

- ✓ Audit contract terms for fairness and clarity.
- ✓ Remove outdated variation and dismissal clauses.
- ✓ Update handbooks to align with 2026 family leave and SSP changes.

Any Questions?



Participation Bonus...

Receive a **free HR Health Check**

This provides you with a personalised report that will highlight your risk and priority focus areas, broken down into easy to digest explanations.



hello@nectarhr.co.uk



Sonia Rai on
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OR a 30-minute call with one of our expert consultants.



Stay in touch

*If you would like to receive the **nectar** hr monthly newsletter and keep up to date with the latest updates, scan the **QR Code!***



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