



ActifHR

Where people matter..

April 2026 Update

Welcome to this month's update - where we discuss the latest guidance and legislation.

In this Edition we report on:

- Key Employment Rights Act changes from April 2026
 - Holiday records
 - Bereaved Partner's Paternity Leave
-

Key Employment Rights Act changes from April 2026

Statutory sick pay changes

SSP is set to become payable from the first day of illness from next week the 6 April, replacing the current three-day waiting period. The lower earnings limit of £125 per week will be removed, meaning workers will not need to earn a minimum amount to qualify for sick pay entitlement.

Day-one paternity and parental leave

Paternity and parental leave will be applicable from day one of employment from 1 April 2026, instead of needing at least 26 weeks to be eligible. This leave is still unpaid.

Unions

Unions will have enhanced rights to access workplaces, enforceable by the CAC, while employers will also be required to inform workers of their legal right to join a trade union through written statements.

Tel: 01327 317537

M: 07947567661

E: caroline.robertson@actifhr.co.uk/info@actifhr.co.uk

ActifHR Ltd, Innovation Centre, Silverstone Park. NN12 8GX

Whistleblowing

Sexual harassment is added to whistleblowing protections, thus gaining stronger legal protections from 6 April 2026.

Collective redundancy

From 6 April 2026, the penalty employers must pay if they do not comply with collective redundancy consultation rules will be increased from 90 to 180 days' pay for each affected employee. The collective redundancy protective award applies to employers that are proposing to make 20 or more redundancies at the same establishment, within a 90-day period.

Fair Work Agency

The new agency will enforce national minimum wage, agency protections and gangmaster licensing and take action against employers who commit modern slavery offences. The FWA will take on the enforcement of additional rights, including statutory sick pay and holiday pay.

Employers: update policies and SSP payments to reflect these changes

Contact us: we can assist with updating policies.

Holiday Records

In a last-minute twist in the new measures in the Employment Rights Act. After Easter Bank Holiday, all employers must maintain adequate records tracking their staff annual holidays and pay. This is the first time there has been an employment law duty to do so.

Employers can do this in any format they reasonably consider appropriate, but the information must be kept for six years.

The information that should be recorded includes:

- Ordinary and additional annual leave
- Annual leave carried forward from previous years
- Details of holiday pay, including which pay elements have been included or excluded
- Any payments in lieu of annual leave, including for carried-over leave.

There has been no explicit announcement from the government with regard to this new duty.

Tel: 01327 317537

M: 07947567661

E: caroline.robertson@actifhr.co.uk/info@actifhr.co.uk

ActifHR Ltd, Innovation Centre, Silverstone Park. NN12 8GX

Employers: all employers should audit how they record workers' annual leave entitlement and pay and identify where there may be gaps.

Contact us: we can assist with holiday record advice

Bereaved Partner's Paternity Leave

From 6 April 2026, eligible fathers and partners in the UK can take up to 52 weeks of "Bereaved Partner's Paternity Leave", if the mother or primary adopter dies within the first year of the child's life or adoption.

This is a "day one" right (no minimum service required) and applies to birth, adoption, and surrogacy. This statutory leave is not paid but employers may choose whether to offer any discretionary pay.

Employers: make sure you add this into policies.

Contact us: we can update your company policies

Tel: 01327 317537

M: 07947567661

E: caroline.robertson@actifhr.co.uk / info@actifhr.co.uk

ActifHR Ltd, Innovation Centre, Silverstone Park. NN12 8GX



Caroline has a wealth of experience supporting business clients with practical hands on HR and Employment Law advice. Caroline's pragmatic approach helps businesses of all sizes deal with complex HR situations. She qualified as a Solicitor in 1999 and now acts as a specialist Human Resource / employment Law Consultant to business.

Caroline Robertson, Director



You are receiving this e-mail from ActifHR Limited as you are either a client of ActifHR Limited or have consented to receiving these updates, being one of the lawful basis to process under the General Data Protection Regulations. To stop receiving these emails, please send a return email with 'unsubscribe' in the title.

Disclaimer: This newsletter is provided for general information only and does not constitute legal or other professional advice. If you require advice on a specific Human Resource issue please contact caroline.robertson@actifhr.co.uk. ActifHR Limited accepts no responsibility for any loss which may arise from reliance on information contained in this newsletter.
