



2026 EMPLOYER POLICY UPDATE

KEY UPDATES AND ACTIONS FOR 2026

STATUTORY SICK PAY (SSP)



What's Changed?

SSP is now payable from Day 1 of a qualifying sickness absence.

Employer Actions

- Update payroll processes
- Continue applying reporting procedures consistently

COMPASSIONATE LEAVE



What's Changed?

Compassionate Leave is now a Day 1 employment right. Additional recognition has been included for pregnancy loss after 24 weeks' gestation.

Employer Actions

- Support managers in handling requests sensitively
- Ensure employees are signposted to the correct leave entitlement

MATERNITY



What's Changed?

References to a three-year service requirement have been removed.

Employer Actions

- Apply statutory eligibility requirements only
- Update guidance and communications

PARENTAL LEAVE



What's Changed?

Parental Leave is now a Day 1 employment right.

Employer Actions

- Update manager guidance
- Review leave administration procedures



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PATERNITY LEAVE

✓ What's Changed? Paternity Leave is now a Day 1 employment right.	Employer Actions • Encourage early leave discussions • Ensure managers understand the changes
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PARENTAL BEREAVEMENT LEAVE

✓ What's Changed? Eligibility has been expanded, including coverage for stillbirth. Statutory pay provisions have also been updated.	Employer Actions • Review eligibility criteria • Ensure payroll processes are compliant • Provide appropriate support and signposting
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BEREAVED PARTNER'S PATERNITY LEAVE

✓ What's Changed? Provides support for employees whose partner dies in connection with childbirth or while caring for a newborn child.	Employer Actions • Familiarise managers with the new entitlement • Maintain confidentiality • Provide compassionate support and guidance
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KEY MESSAGE

THE 2026 POLICY UPDATES INTRODUCE EXPANDED DAY 1 RIGHTS AND ENHANCED FAMILY-RELATED LEAVE PROVISIONS. EMPLOYERS SHOULD ENSURE POLICIES, PAYROLL PROCESSES, MANAGER GUIDANCE AND EMPLOYEE COMMUNICATIONS ARE UPDATED TO MAINTAIN COMPLIANCE AND PROVIDE APPROPRIATE SUPPORT.