

# PSsst!



**Get your HR  
ready for 2026**

## There's a lot happening in the world of employment law and HR this year...

That's why I've created a simple 5-point checklist to help business owners to see where they stand:

### ✓ **Legal foundations:**

Are your contracts and policies actually up to date and applied fairly?

### ✓ **Smart systems:**

Still using spreadsheets for holidays or sickness? It's time to automate that.

### ✓ **People performance:**

Do you know why your best people stay, or what might make them leave?

### ✓ **Wellbeing and culture:**

Are you spotting issues before they turn into problems?

### ✓ **Growth readiness:**

Would things keep running if one key person left tomorrow?

## **You don't need to overhaul everything at once.**

Just start with the bit that's been bugging you for a while, the thing that you keep meaning to sort out.

## **Fix that properly, then move on to the next.**

Solid HR foundations mean fewer headaches and more time to grow your business.

If you'd like a hand with reviewing where you stand, I'm offering a free 30-minute chat to help you to get ready for the year ahead.

## **Drop me a message to book your spot.**

### LATEST NEWS

## **Employment law reforms – still coming, but not yet**

The Government's Employment Rights Bill is still moving through Parliament, but most reforms now look set to take effect in late 2026 or 2027.

That gives employers some breathing space to prepare, and a good reason to review the basics, before the changes arrive.

## **Make sure your contracts, policies and record-keeping are up to date now.**

When the new rules come in, having clear documentation and consistent processes will make adapting much easier.



# RESIGNATION

## Why do so many resignations happen in January?

**January is known for fresh starts and that often means job moves.**

Every year, there is a sharp rise in people handing in their notice once the holidays are over. For small businesses, that can mean losing key people just as you are trying to plan for the year ahead.

### Why does it happen?

Many employees use the quiet time over Christmas to reflect on what is working and what is not.

### Common triggers include:

- Realising they have outgrown their role
- Feeling undervalued or overworked
- Wanting more flexibility or development opportunities
- Seeing others move on and feeling it is time for change

The good news is that most resignations are not about pay alone. They are about communication.

A quick check-in about goals, workload and what someone wants from the year ahead can make all the difference. It shows that you care about their future and gives you the chance to fix small issues before they become reasons to leave.

If you haven't already, schedule some informal one-to-one conversations with your team this month. Those chats could be the simplest and most effective way to keep good people in your business.

### LATEST NEWS

## Four in five adults with ADHD are unsupported at work

A new report from The Owl Centre found that 80% of adults assessed for ADHD have never received workplace support or reasonable adjustments. Many said that they struggled with noise, lighting, deadlines and organisation, which affected their ability to stay in work.

Even small, low-cost changes can make a big difference. Regular check-ins, clearer communication and flexible working can all help people to focus and perform at their best.

We can help you to assess your current practices and put simple adjustments in place that improve focus, confidence and inclusion.

## Dads issue 'Paternity Charge Notices' over low UK paternity pay

Fathers across the UK have been protesting about low paternity pay. The campaign, led by The Dad Shift, used mock 'Paternity Charge Notices' to show how the low rate makes it hard for dads to take time off after having a baby.

The protests have started new conversations about equal parental leave and support for fathers' mental health. With changes to parental leave expected under upcoming employment law reforms, it makes sense to review this early.

It is not just about pay: flexibility, communication and a supportive culture all help parents to balance work and family life.

# Your top HR questions

## Do I need to update employee goals or job descriptions every year?

It's not a legal requirement, but it's good practice. Reviewing goals and job descriptions annually keeps roles clear, supports performance and helps you to spot where skills or responsibilities have changed.

## Can I ask staff to take unpaid leave if business is quiet?

Only if it's written into their contract or they agree to it. You can ask, but you can't enforce unpaid leave unless there's a contractual right. If work is quiet, consider using annual leave or reduced hours by agreement instead.

## Should I be giving pay rises at the start of the year?

There's no legal rule on timing. Many businesses review pay annually, often in line with performance or inflation. What matters most is consistency and clear communication about how and when pay reviews happen.

## Let's talk on the phone

### Here are three questions for you:

- Do you currently have a HR consultant?
- On a scale of 1 to 10, how happy are you with them?
- If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's jump on a video call

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



Set up a 15 minute exploratory call at [www.pshumanresources.co.uk](http://www.pshumanresources.co.uk)



**YOUR HR EXPERT:  
EMMA SHEPPARD**

