

KEY EMPLOYMENT LAW CHANGES FROM APRIL 2026

Day-one right to Paternity Leave

Employees will be entitled to statutory paternity leave from **the 1st day of employment**, removing the current requirement of 26 weeks' service.

The restriction preventing paternity leave after shared parental leave will be **removed**.

Notice rules are **temporarily relaxed** to 28 days instead of 15 weeks.



Day-one right to Unpaid Parental Leave

The current one-year qualifying period for ordinary (unpaid) parental leave will be removed, meaning employees can access it from the first day of employment.

Statutory Sick Pay Reforms

- SSP will be payable from **day one** of sickness absence (the 3 waiting days are removed).
- The Lower Earnings Limit requirement will be **removed**, meaning lower-paid workers will also qualify.



Protective award for collective redundancy doubled

Where an employer fails to properly consult in a collective redundancy, the maximum protective award will increase:
from: 90 days' pay to **180 days' pay** per affected employee.



Sexual Harassment disclosures protected under Whistleblowing law

Disclosures relating to sexual harassment will be treated as a **"qualifying disclosure"** for whistleblowing protection.



Bereaved Partner's Paternity Leave

A new right allowing bereaved fathers or partners to take up to **52 weeks' paternity leave** if the mother or primary adopter dies within the first year after birth or adoption.



Voluntary gender pay gap and menopause action plans

From April 26 employers will be encouraged (but not yet required) to produce:

- gender pay gap **action plans**
- menopause workplace **support plans**

These are expected to become mandatory in 2027 but only for employers with 250 staff or more.

New Fair Work Agency launched

A Fair Work Agency will be established to strengthen enforcement of workplace rights such as **holiday pay and sick pay compliance**.

