

NORTHERN IRELAND

Employment Law Quick Guide 2026

Five developments employers should have on their radar - plus a practical review checklist.

DERIVED FROM THE FULL NORTHERN IRELAND EMPLOYMENT LAW REVIEW 2026

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PEOPLEPILOT
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A concise employer briefing drawn from the full 2026 publication. It highlights the themes, risks and practical review areas identified in the guide without reproducing the full compliance toolkit or detailed analysis.

Five things to have on your radar

Northern Ireland's employment-law landscape is moving through a significant period of change. The full guide identifies developments affecting pay, family rights, statutory entitlements, tribunal exposure and the wider direction of employment reform.

01

Labour costs & statutory pay

Increasing statutory pay rates and National Living Wage changes create particular pressure for labour-intensive employers. Review payroll rates, salary structures and relevant age and apprentice bands.

02

Family-friendly rights

The guide highlights expanding family-friendly protections, including miscarriage and pregnancy-loss related rights. Review family leave, compassionate leave and manager guidance.

03

Tribunal & compliance exposure

Higher compensation limits increase the consequences of weak policies, procedures and management decisions. Treat disciplinary, grievance, contract and policy controls as practical risk-management priorities.

04

Good Jobs reform

The Good Jobs Employment Rights Bill is a major reform programme. Flexible working, worker protections, employee voice, employment standards and insecure work arrangements are areas to monitor and prepare for.

05

Strategic HR readiness

Compliance should sit within a wider people strategy. Governance, manager capability, employee experience and operational resilience all form part of organisational readiness.

Your immediate employer review

Use this as a high-level prompt for your next HR or compliance review.

01	Employee handbook and core employment policies	■
02	Family-leave and compassionate-leave provisions	■
03	Pay rates, salary structures and payroll controls	■
04	Manager guidance and employment-law training	■
05	Disciplinary and grievance procedures	■
06	Employment contracts and documentation	■
07	Good Jobs Employment Rights Bill monitoring	■
08	Employee engagement and consultation arrangements	■

Questions for your next HR review

- 1 Are all current statutory pay rates reflected correctly in payroll?
- 2 Do family-leave policies reflect the rights highlighted in the 2026 review?
- 3 Would your disciplinary and grievance procedures stand up to scrutiny?
- 4 Are managers working from current guidance rather than historic practice?
- 5 Are contracts and handbooks being reviewed as employment reform develops?
- 6 Who owns monitoring and implementation of Good Jobs reforms?

TAKE THE NEXT STEP

This is the quick guide. The full review goes further.

The complete Northern Ireland Employment Law Review 2026 expands on the changing legal landscape with detailed sections on statutory changes, family rights, tribunal limits, Good Jobs reform, flexible working, worker voice, insecure work arrangements, sector impacts, an HR Director action plan and an employer compliance checklist.

THE COMPLETE 2026 GUIDE

Northern Ireland Employment Law Review 2026

April 2026 reforms · Good Jobs Bill · employer action guide · compliance toolkit

£15.99

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Important information: This free quick guide is an introductory summary derived from the Northern Ireland Employment Law Review 2026. It is general educational information only and does not constitute legal advice or replace advice on individual circumstances.