



John Wright  
Town Clerk

## Lyme Regis Town Council

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### Human Resources Committee

**Core Membership:** Cllr M. Ellis (chairman), Cllr G. Caddy (vice-chairman), Cllr S. Cockerell, Cllr C. Reynolds, Cllr G. Stammers

Notice is given of a meeting of the Human Resources Committee to be held at the the **Council Offices, St Michael's Business Centre, Church Street, Lyme Regis** on Wednesday 18 February 2026 commencing at 7pm when the following business is proposed to be transacted:

John Wright  
Town Clerk  
13.02.26

*The open and transparent proceedings of Full Council and committee meetings will be audio recorded and recordings will be held for one year by the town council.*

*If members of the public make a representation to the meeting, they will be deemed to have consented to being audio recorded.*

*If members of the public have any queries regarding audio recording of meetings, please contact the town clerk.*

Members are reminded that in reaching decisions they should take into consideration the town council's decision to declare a climate emergency and ambition to become carbon neutral by 2030 and beyond.

## AGENDA

### 1. Public Forum

Twenty minutes will be made available for public comment and response in relation to items on this agenda

*Individuals will be permitted a maximum of three minutes each to address the committee*

### 2. Apologies

To receive and record any apologies and reasons for absence

### 3. Minutes

To confirm the accuracy of the minutes of the Human Resources Committee meeting held on 7 January 2026 (attached)

#### **4. Disclosable Pecuniary Interests**

Members are reminded that if they have a disclosable pecuniary interest on their register of interests relating to any item on the agenda they are prevented from participating in any discussion or voting on that matter at the meeting and to do so would amount to a criminal offence. Similarly if you are or become aware of a disclosable pecuniary interest in a matter under consideration at this meeting which is not on your register of interests or is in the process of being added to your register you must disclose such interest at this meeting and register it within 28 days.

#### **5. Dispensations**

To note the grant of dispensations made by the town clerk in relation to the business of this meeting.

#### **6. Matters arising from the minutes of the Human Resources Committee meeting held on 7 January 2026**

To update members on matters arising from the previous meetings that are not dealt with elsewhere on this agenda and to allow members to seek further information on issues raised within the minutes of the previous meeting

#### **7. Update Report**

To update members on issues previously reported to this committee

#### **8. Human Resources Committee – Objectives**

To allow members to review progress of the committee's 2025-26 objectives

#### **9. Employee Benefits**

To allow members to consider the health benefits and medical cover available to employees

#### **10. Employment Rights Act 2025**

To inform members of changes in the law under the Employment Rights Act 2025

#### **11. Town Clerk's Annual Appraisal**

To allow members to consider the town clerk's annual appraisal summary

*That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960*

#### **12. Deputy Town Clerk, Spinal Column Point Progression**

To allow members to consider the deputy town clerk's annual appraisal summary

*That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960*

**13. Assistant Town Clerk, Spinal Column Point Progression**

To allow members to consider the assistant town clerk's annual appraisal summary and progression to the next spinal column point on her salary scale on 1 April 2026

*That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960*

**14. Finance Manager, Performance Appraisal Summary**

To allow members to consider the finance manager's annual appraisal summary and progression to the next spinal column point on her salary scale on 1 April 2026

*That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960*

**15. Operations Manager, Performance Appraisal Summary**

To allow members to consider the operations manager's annual appraisal summary and progression to the next spinal column point on his salary scale on 1 April 2026

*That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960*

**16. Spinal Point Column Progression and Pay Arrangements for Other Employees for 2026-27**

To inform members of employees' progression through their spinal column point range arising out of their annual appraisals and of the pay arrangements for other council employees for 2026-27

*That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960*

**17. Confidential Staffing Update**

To provide members with an update on a confidential staffing matter

*That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960*

## **18. Exempt Business**

*To move that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business in view of the likely disclosure of confidential matters about information relating to an individual, and information relating to the financial or business affairs of any particular person, within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.*

- a) Agenda item 11 – Town Clerk’s Annual Appraisal**
- b) Agenda item 12 - Deputy Town Clerk, Spinal Column Point Progression**
- c) Agenda item 13 - Assistant Town Clerk, Spinal Column Point Progression**
- d) Agenda item 14 - Finance Manager, Performance Appraisal Summary**
- e) Agenda item 15 - Operations Manager, Performance Appraisal Summary**
- f) Agenda item 16 - Spinal Point Column Progression and Pay Arrangements for Other Employees for 2026-27**
- g) Agenda item 17 – Confidential Staffing Update**

LYME REGIS TOWN COUNCIL

HUMAN RESOURCES COMMITTEE

MINUTES OF THE MEETING HELD ON WEDNESDAY 7 JANUARY 2026

**Present**

**Chairman:** Cllr M. Ellis

**Members:** Cllr S. Cockerell, Cllr G. Stammers

**Officers:** A. Mullins (assistant town clerk), J. Wright (town clerk)

**25/30/HR Public Forum**

There were no members of the public present.

**25/31/HR Apologies**

Cllr G. Caddy – holiday  
Cllr C. Reynolds – illness

**25/32/HR To confirm the accuracy of the minutes of the Human Resources Committee meeting held on 5 November 2025**

Proposed by Cllr G. Stammers and seconded by Cllr M. Ellis, the minutes of the meeting held on 5 November 2025, were **ADOPTED**.

**25/33/HR Disclosable Pecuniary Interests**

There were none.

**25/34/HR Dispensations**

There were none.

**25/35/HR Matters arising from the minutes of the Human Resources Committee meeting held on 5 November 2025**

Members noted the report.

**25/36/HR Update Report**

**Administrative assistant**

The assistant town clerk said 24 applications had been received for the post and interviews would be held on 12 January 2026. Members would be notified of the outcome by email. She added that the temporary postholder had resigned in December 2025 so the new postholder would be asked to start as soon as possible.

**25/37/HR Human Resources Committee – Objectives**

Members noted the report.

**25/38/HR To receive the minutes of the Health and Safety Committee meeting on 11 December 2025**

Proposed by Cllr G. Stammers and seconded by Cllr M. Ellis, the minutes of the Heath and Safety Committee meeting held on 11 December 2025 were **ADOPTED**.

**25/39/HR The Town Clerk's Objectives 2026-27**

The town clerk said his objectives would be delegated to managers through the appraisal process, which would take place over the next few months.

Proposed by Cllr G. Stammers and seconded by Cllr M. Ellis, members agreed to **RECOMMEND TO FULL COUNCIL** to approve the town clerk's objectives for 2026-27.

**25/40/HR Annual Health and Safety Audit**

The town clerk said the main issue arising from the audit was the complexity of the council's health and safety related policies and procedures, so these needed to be consolidated to avoid duplications.

It was noted the new MyCompliance system would help with streamlining.

The town clerk said he was proposing an annual half-day session with employees to ensure they understood key parts of the health and safety policy.

Members noted the 2025 health and safety audit.

**25/41/HR Review of Councillor Data and Information 2024-25**

Members noted the report.

It was agreed the member attendance figures would be published on the council website.

**25/42/HR Operations Manager, Six-Month Probation Review**

Proposed by Cllr M. Ellis and seconded by Cllr G. Stammers, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

**25/43/HR Gardener and Maintenance Person (post holder 211), Six-Month Probation Review**

Proposed by Cllr M. Ellis and seconded by Cllr G. Stammers, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it

included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

**25/44/HR      Confidential Staffing Update**

Proposed by Cllr M. Ellis and seconded by Cllr G. Stammers, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

**25/45/HR      Exempt Business**

**a)      Operations Manager, Six-Month Probation Review**

Proposed by Cllr M. Ellis and seconded by Cllr S. Cockerell, members agreed to **RECOMMEND TO FULL COUNCIL** to approve the operations manager's permanent employment with the council, effective from 8 November 2025.

**b)      Gardener and Maintenance Person (post holder 211), Six-Month Probation Review**

Proposed by Cllr M. Ellis and seconded by Cllr G. Stammers, members agreed to **RECOMMEND TO FULL COUNCIL** to approve the gardener and maintenance person's (post holder 211) continued employment with the council, effective from 7 December 2025.

**c)      Confidential Staffing Update**

Members noted the current position with a staffing matter and raised two queries, which the assistant town clerk said she would follow up.

*The meeting closed at 7:47pm.*

**Committee:** Human Resources

**Date:** 18 February 2026

**Title:** Matters arising from the minutes of the Human Resources Committee meeting held 7 January 2026

**Purpose of the Report**

To update members on matters arising from the previous meetings that are not dealt with elsewhere on this agenda and to allow members to seek further information on issues raised within the minutes of the previous meeting.

**Recommendation**

Members note the report

**Report**

**25/36/HR – Update Report**

**Administrative assistant**

Interviews for the post took place on 12 January 2026 and eight people were invited to attend, of which two withdrew before the interviews took place.

Hatty Dyson was appointed and started in the role on 26 January 2026.

**25/42/HR – Operations Manager, Six-Month Probation Review**

The operation's manager's permanent appointment was confirmed in writing on 13 February 2026.

**25/43/HR – Gardener and Maintenance Person (post holder 211), Six-Month Probation Review**

Post holder 211's permanent appointment was confirmed in writing on 13 February 2026.

Adrianne Mullins  
Assistant town clerk  
February 2026

**Committee:** Human Resources

**Date:** 18 February 2026

**Title:** Update Report

**Purpose of Report**

To update members on issues previously reported to this committee

**Recommendation**

Members note the report

**Report**

**Local government pay claim 2026-27**

The NJC unions have now presented their claim to the National Local Government Employers, commencing 1 April 2026. The claim seeks:

For a one-year deal:

- An increase of at least £3,000 or 10% (whichever is greater) across all NJC spinal column points
- A minimum pay rate of £15 an hour for the NJC pay spine
- A two-hour reduction in the working week
- An increase of one day annual leave

In the event of a multi-year deal being proposed they seek the following structure of a three-year agreement:

- Year 1: £3,000 or 10% (whichever is greater) on all spinal column points, alongside the introduction of a £15 minimum hourly rate
- Year 2: An increase of RPI + 3%
- Year 3: An increase of RPI + 2%

Employers were expected to be consulted on the NJC unions' claim at online regional pay briefings scheduled taking place between mid-December to late-January. The National Employers will then consider all consultation feedback before deciding how best to respond to the pay claim(s).

**Health and Safety and Compliance Paperless System**

The implementation of the My Compliance platform continues to progress well, although training for the external works team was delayed after the operations manager identified a technical issue with the tablets. Dorset Council IT confirmed that the devices were set to remove all applications and data after 30 days if not used, as they were still registered as Dorset IT assets. This would not have been suitable for long term operational use. The operations manager worked with Dorset Council IT to resolve the matter, and all tablets have now been returned to factory settings and removed from the Dorset IT asset register. A master business Google account has been created by the operations manager, and the Dorset approved bring your own device scheme is now being used. This allows

secure access to Dorset systems while enabling Lyme Regis Town Council to manage the devices directly.

The operations manager is now building and configuring each tablet to specification for individual external works team users under the new LRTC WorksMaster account to ensure they are fully prepared for deployment. Training for the external works team has been rescheduled to the week commencing 23 February 2026, with training for office staff, administrators, and managers to follow by 31 March 2026. All paper-based risk assessments have now been uploaded, and all new risk assessments will now be dynamic and digitalised moving forward.

The coming year will act as a review period to monitor usage, gather feedback, and refine workflows and reporting processes. Further support and training will be provided as required. A full operational year from April onward is expected to demonstrate clear improvements in workflow efficiency, compliance tracking and the centralisation of health and safety data.

### **Gardener – Alan Legg**

Gardener/groundsperson Alan Legg, who works primarily in the cemetery, is retiring after 19 years' service with the council. Alan will leave at the end of March 2026.

### **Community Accreditation Scheme**

It was resolved by the Full Council on 11 February 2026 'to approve an 'in principle' decision to join Dorset Council's Community Accreditation Scheme and appoint 1.5 enforcement officers with a declared intent of redesignating their posts to comply with the conditions of the scheme'.

Recruitment to the 1.5 enforcement officer posts will start w/c 16 February 2026.

### **Amenities assistant**

Recruitment to the one vacant amenities' assistant post will commence by the end of February 2026.

Adrianne Mullins  
Assistant town clerk  
February 2026

**Committee:** Human Resources

**Date:** 18 February 2026

**Title:** Human Resources Committee – Objectives

**Purpose**

To allow members to review progress of the committee's 2025-26 objectives

**Recommendation**

Members note the report

**Background**

1. During the 2025-26 budget-setting process, objectives were agreed for the year and a budget estimate identified against each project.
2. At the Full Council meeting on 3 April 2025, the objectives were formally assigned to committees.

**Report**

3. Members can review progress on the objectives at each meeting.
4. This committee's 2025-26 objectives, along with the allocated budget, completion date and lead officer, are at **appendix 8A**. Updates are highlighted in yellow.
5. Any recommendations from this committee will be considered by the Full Council on 1 April 2026.

John Wright  
Town clerk  
February 2026

<p>To action all recommendations from the annual health and safety audit in October 2024</p>	<p>SO</p>	<p>HR</p>	<p>October '25</p>	<p>The recommendations from the 2024 health and safety audit are detailed in the action plan which accompanied the annual health and safety audit report undertaken by WT Consultancy; this report was presented to the Human Resources Committee on 18 December 2024.</p> <p>The 2024 health and safety report did not follow the format of previous reports, i.e., provide a % compliance score; the report details observations and actions required.</p> <p>The performance against the action plan is reviewed by the operations manager and town clerk and reported to quarterly meetings of the Health and Safety Committee.</p> <p>Most actions are now complete but because of the dynamic nature of health and safety the final target completion date is identified as the date of the next scheduled health and safety audit, i.e., October 2025.</p> <p>The main recommendation from the 2024 health and safety audit is the introduction of dynamic risk assessments which are now going live. The cost of introducing dynamics risk assessments is c.£2,000; this unbudgeted expenditure fell in 2024-25 and has now been approved.</p> <p>In 2025-26 and beyond, there is an annual software cost of c.£1,000; this is currently unbudgeted expenditure.</p> <p>Officers are seeking quotes for a new auditor for the 2025 health and safety audit.</p> <p>Regular updates on actions are provided to the Health and Safety Committee, the minutes of which are reported to this committee.</p> <p>Appointment of auditor to be made by mid-October and audit to be carried out by 30 November 2025.</p>
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					<p>Council agreed to use My-Compliance to carry out dynamic risk assessments, tablets have been purchased for staff, and the operations manager is building the back office of the system. Aim to have the system fully operational by 1 November 2025.</p> <p>Auditor has been appointed and will carry out the audit on 19 and 20 November 2025.</p> <p><b>Full update on My-Compliance is provided in the update report.</b></p> <p>The audit was carried out and the report has been reviewed by the Health and Safety Committee. This was reported to the previous meeting on 7 January 2026.</p>
Induction and development work with the new administration	20	JW	HR	November 2025	<p>Questionnaires, interviews and focus groups complete. Debrief to councillors and managers on 2 April 2025. Remainder of programme to be considered by the delegated group (Cllr Evans, Cllr Stammers, town clerk, support services manager) in the first instance and approved by members.</p> <p>Report considered by the Full Council on 14 May 2025, with details of a three-stage programme, with a completion date of November 2025.</p> <p>A session was due to be held with South West Councils on 24 June 2025 but was cancelled due to lack of attendance from members. Officers are meeting with South West Councils on 24 June 2025 to discuss the programme and will confirm three possible dates to try and find the best date for members.</p> <p>Agreed by the Full Council on 6 August 2025 to no longer proceed with the project. South West Councils have been notified. Any outstanding issues to be picked up as part of the governance review.</p> <p>The first governance review meeting was held on 15 December 2025, to which all chairmen and vice-chairmen were invited. As several members were unable to attend, the session will be repeated on 6 January 2026. The second governance review meeting is scheduled</p>

					<p>to take place on 13 January 2026.</p> <p>The third governance review meeting is scheduled to take place on 17 February 2026.</p>
Undertake health and safety training	SO	HR	March 2026		<p>Ongoing training throughout the year.</p> <p>The operations manager and support services manager are booked onto a course for adult mental health first training.</p> <p>One of the gardeners has completed spraying training.</p> <p>At least seven employees will do first aid at work. Several employees will do a chipping course.</p> <p>The operations manager and possibly the operations supervisor will do a NEBOSH course in managing health and safety.</p> <p>Toolbox talks with the external works' team take place regularly, usually weekly.</p> <p>Operations manager aims to start a NEBOSH level 3 course in April 2026.</p> <p>Enquiries have been made with training provider SSG Training and Consultancy about a NEBOSH National General Certificate in Occupational Health and Safety for both the operations manager and operations supervisor. This would be a 10-day course with a one-day exam, with courses starting in March, April, May and June. The operations manager will investigate this further with a view to start training within the next few months.</p>

**Committee:** Human Resources

**Date:** 18 February 2026

**Title:** Employee Benefits

### **Purpose**

To allow members to consider the health benefits and medical cover available to employees

### **Recommendation**

- a) Members approve taking out a health cash plan for employees and to delegate authority to officers to determine the appropriate level of cover, within the approved budget
- b) Members allocate the remainder of the approved budget to other employee benefits and to delegate authority to officers to finalise the details following consultation with employees

### **Background**

1. One of the 2026-27 objectives is to introduce employee benefits, with a budget of £10,000.

### **Report**

2. Officers would recommend the majority of the budget be allocated to health benefits and medical cover, as this is what employees have said they would prefer.
3. Officers have sought advice from Clear Councils, the council's insurer, which has an employee benefits sub-section. The finance manager and assistant town clerk have met with Clear Councils' employee benefits consultant to explore the available options.
4. The options were: private medical insurance, a health cash plan, and group life cover.

### **Private medical insurance**

5. Private medical insurance would typically include:
  - hospital treatment as an in-patient or day-patient, e.g. specialists' fees, chemotherapy, diagnostic tests
  - treatment as an out-patient, e.g. consultations with a specialist, diagnostic tests, mental health treatment
  - Additional benefits, e.g. home nursing, private ambulance, surgical procedures on teeth
  - Optical and dental
6. Private medical insurance typically covers treatment of acute conditions. It does not cover chronic conditions.
7. Private medical insurance ranges from £780 per month (for all employees) to £1,300 per month, depending on the level of excess and spending limits on treatments<sup>1</sup>.

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<sup>1</sup> These costs are based on quotations received in August 2025 and an updated quote has been sought.

8. Even on the lowest quote, this would consume the whole employee benefits' budget for 2026-27. As such, officers would recommend ruling out this option.

## **Health Cash Plan**

9. Health cash plans are suited to small to medium-sized companies. They typically cover:

- Optical and dental
- Chiropody
- Therapy treatments, e.g. physiotherapy, osteopathy
- DoctorLine (access to a GP 24/7)
- MRI, CT and PET scanning
- Specialist consultations and diagnostics

10. A health cash plan covers pre-existing medical conditions.

11. Health cash plans range from £1,800 per year to £5,000 per year<sup>2</sup>.

12. Officers would recommend this type of cover, due to the benefits involved and the cost.

## **Group life cover**

13. Group life cover provides a tax-free lump sum to an employee's loved ones on the event of their death. This will typically include a lump sum benefit either as a salary multiple or a fixed amount.

14. Group life cover ranges from £7,300 per year (£100k life cover) to £13,700 (£200k life cover)<sup>3</sup>.

15. The Local Government Pension Scheme (LGPS) includes a lump sum death grant for enrolled members. This will be paid if:

- An employee dies in service as a member of LGPS – three times assumed pensionable pay
- An employee leaves before retirement with deferred benefits and dies before receiving them – five times deferred yearly pension
- An employee dies after receiving their pension, before age 75, if less than 10 years' pension has been paid – 10 times yearly amount of pension (excluding any lump sum already paid)

16. The majority of employees are enrolled in the LGPS and would be entitled to a lump sum death grant.

17. As death in service is already available to the majority of staff via LGPS and the cost of group life cover would consume the majority or all of the employee benefits' budget for 2026-27, officers would recommend ruling out this option.

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<sup>2</sup> This is based on a health cash plan with BUPA and further quotes are being sought.

<sup>3</sup> These costs are based on quotations received in August 2025 and an updated quote has been sought.

## **Additional benefits**

18. Officers would like to use the remainder of the budget on other employee benefits, with ideas including a cycle to work scheme, paid volunteer days, free fruit, wellbeing days, a Christmas savings club, and employee benefit cards.
19. This requires further work and officers will discuss this with staff to understand their preferences.
20. Members are asked to approve taking out a health cash plan for employees and to delegate authority to officers to determine the appropriate level of cover, within the approved budget.
21. Members are also asked to approve the allocation of the remainder of the approved budget to other employee benefits and to delegate authority to officers to finalise the details following consultation with employees.
22. The conclusions will be reported to this meeting.
23. Any recommendations from this committee will be considered by the Full Council on 1 April 2026.

Adrianne Mullins  
Assistant town clerk  
February 2026

Naomi Cleal  
Finance manager

**Committee:** Human Resources

**Date:** 18 February 2026

**Title:** Employment Rights Act 2025

### **Purpose**

To inform members of changes in the law under the Employment Rights Act 2025

### **Recommendation**

Members note the report

### **Background**

1. The Employment Rights Bill received Royal Assent and became the Employment Rights Act 2025 on 18 December 2025. This will see the phasing in of 28 employment law changes over the next two years.

### **Report**

2. Dates for some of the changes are now set, while some areas need further clarity and consultation.

3. A summary of the imminent changes is outlined below:

#### **From 18 February 2026**

<b>Area of law under review</b>	<b>Summary of changes</b>
Trade unions	Trade union processes and balloting for industrial action, industrial action protections, and trade union political fund rules.

#### **From 6-7 April 2026**

<b>Area of law under review</b>	<b>Summary of changes</b>
Trade unions	Trade union recognition changes.
Sick pay	Right to statutory sick pay (SSP) from day one and from the start of employment, removal of lower earnings limit, SSP paid at a rate of 80% of normal weekly earnings or the flat rate, whichever is lower.
Collective consultation during redundancy	The maximum period of the collective redundancy award doubles from 90 days to 180 days' pay.
Paternity leave	Becomes a day one right and employees can take paternity leave even after taking shared parental leave and pay.
Unpaid parental leave	Becomes a day one right.
Whistleblowing	More explicit definition of whistleblowing protections for workers who make a disclosure relating to workplace sexual harassment.
Fair Work Agency (FWA)	The establishment of a new enforcement body FWA to offer a single place where workers and employees can seek help, and

	provide a mechanism for certain employment rights to be enforced.
Gender equality and menopause action plans	Voluntary requirement for employers with 250+ employees to publish gender equality action plan(s) to address the gender pay gap and menopause support.
Bereavement leave	Bereaved partner's paternity leave becomes a day one right, up to a duration of 52 weeks, ending on the child's first birthday.

## From July 2026

<b>Area of law under review</b>	<b>Summary of changes</b>
Unfair dismissal	Employees hired on or before 1 July 2026 will be able to claim unfair dismissal from 1 January 2027 as they will meet the new six-month qualifying period.

4. Changes expected in autumn 2026 and in 2027 include laws around sexual harassment, protection from harassment, tribunals, unfair dismissal, fire and rehire, zero hours and agency workers contracts, flexible working, and rights for pregnant workers.
5. Further details will be brought to this committee at the time of implementation.
6. Any recommendations from this committee will be considered by the Full Council on 1 April 2026.

Adrianne Mullins  
 Assistant town clerk  
 February 2026