



Key Changes to U.K. Compliance Regulations

Q2 2026 Edition

- ✓ Fair Work Agency Board and Launch
- ✓ Employee Leave Law Updates
- ✓ Minimum Wage Updates

U.K. Compliance Watch

Q2 2026

This bulletin is for informational purposes only and is not meant to provide legal advice. Recipients should consult with counsel before taking any actions based on the information contained within this material.

Welcome to the latest edition of Compliance Watch—Legion’s quarterly bulletin highlighting key compliance updates. This issue includes information and resource links to help you monitor new employment laws and simplify managing and maintaining compliance. This edition focuses on recent and planned updates for the United Kingdom.

Fair Work Agency Board and Launch

The Fair Work Agency (FWA) launches on 7 April 2026 as a single national enforcement body under the Department for Business and Trade. It consolidates four previously separate organisations: HMRC’s National Minimum Wage enforcement team, the Employment Agency Standards Inspectorate, the Gangmasters and Labour Abuse Authority, and the Office of the Director of Labour Market Enforcement.

The FWA carries a broader mandate than the earlier “single enforcement body” proposal. Its responsibilities include enforcing domestic agency regulations, minimum wage requirements, gangmaster licensing standards, and select provisions of the Modern Slavery Act 2015. Over time, its scope is expected to expand to cover additional entitlements, including holiday pay and Statutory Sick Pay.

How Can Legion Help?

Legion Workforce Management (WFM) helps employers stay audit-ready by automatically capturing time and attendance and leave data, creating a verifiable, timestamped audit trail that can be produced on demand.

Legion WFM also supports wage rate configuration at both the employee and work role level, enabling comparison against the minimum wage requirements and flagging potential violations during scheduling.

For employers managing shift-based workforces, Legion’s scheduling engine enforces rest period rules at the point of schedule creation, helping prevent violations of the 11-hour daily rest minimum, the 48-hour weekly average, and mandatory break requirements—all of which are key FWA audit priorities for 2026. When schedule changes occur, Legion records change history, reasons, and employee consent, providing the documentation expected during an FWA inspection.

Employee Leave Law Updates

Statutory Sick Pay Changes

Statutory Sick Pay (SSP) is now payable from the first day of sickness, removing the previous 3-day waiting period. The Lower Earnings Limit has also been removed, extending eligibility to roughly 1.3 million additional workers. SSP will be calculated at 80% of average weekly earnings or the flat weekly rate, whichever is lower.

How Can Legion Help?

With the Legion Time-Off Management module, employers can effortlessly configure accrual distribution methods and quantities within the Legion WFM Control Center, providing complete control over how time off is earned and allocated within your organization.

The accrual rules are highly flexible, where the rules for specific time-off reasons are configured at the employee group level. This level of customisation allows organisations to tailor time-off policies to suit the unique needs of their workforce.

In addition to setting up accrual rules, Legion also enables employers to define which pay types contribute to the accrual total, ensuring alignment with payroll processes and improving accuracy and efficiency.

Legion's user-friendly approach extends to employees as well. Through the Legion mobile app or web console, they can easily access their accrual balance and history, submit time-off requests, and track the status of those requests directly from their profile. This self-service capability puts employees in the driver's seat, enhancing transparency and streamlining the time-off request process.

Legion's Time-Off Management module provides a powerful tool for managers to assess and manage employee time-off requests. Managers can review requests and make informed decisions based on their location's staffing needs. This ensures that organisations remain agile and responsive to the workforce's demands while maintaining operational efficiency.

Minimum Wage Updates

The National Living Wage and National Minimum Wage rates increase on 6 April 2026:

- £12.71 per hour for ages 21+ (increase of £0.50)
- £10.85 per hour for ages 18–20 (increase of £0.85, an 8.5% rise)
- £8.00 per hour for ages 16–17 and apprentices (increase of up to £0.45)

How Can Legion Help?

Legion Workforce Management (WFM) allows employers to configure minimum wage thresholds across locations. The platform uses that wage to help managers comply with local laws by ensuring employees are only given shift offers for locations where their pay rate meets or exceeds the applicable minimum wage.

If managers manually assign shifts that may violate minimum wage requirements, Legion WFM automatically flags these instances, helping prevent compliance risks before schedules are finalised.

Resources

[Fair Work Agency Board and Launch](#)

[Statutory Sick Pay](#)

[Minimum Wage](#)