EKWGROUP

THE PAYROLL EDIT

# 2027 key dates at a glance

The payroll and employment changes UK employers need to plan for.

**1 Jan**

- Unfair dismissal protection after 6 months, with uncapped awards
- Strengthened tipping law

**March**

Fire and rehire protections

**1 April**

New minimum wage rates: National Living Wage rises to £13.21

**6 April**

- Company cars, vans, fuel and medical benefits payrolled
- Mileage over 10,000 miles rises to 35p
- Making Tax Digital for income over €30,000

**April**

- Bereavement leave, including pregnancy loss
- Collective redundancy threshold changes
- Gender equality and menopause action plans
- Fair Work Agency holiday pay and minimum wage enforcement (planned)

**October**

- Day-one flexible working
- Stronger dismissal protection for pregnant women and new mothers

**December**

Regulation of umbrella companies

**To be confirmed**

Guaranteed hours and shift notice rights for zero and low-hours workers

01942 816 512
info@ekwgroup.co.uk
www.ekwgroup.co.uk

**Work hard, pay hard.**

All dates 2027. Correct at 16 November 2026 and may change.