



# Human Resources



Do you employ staff?

## HR Update - February 2026

### Employee Communication and Engagement

In line with the Employment Rights Act 2025, from 18 February 2026, trade union industrial action notices and industrial action ballot notices will be simplified and from April 2026, the process undertaken for trade union recognition will be simplified, and electronic and workplace balloting introduced. With this in mind, this newsletter touches upon the topic of employee communication and engagement within the workplace.

Traditionally, workplace communication would have mostly been top-down from management to employees. However, greater focus on two-way communication and employee engagement, will provide employees with an input on workplace matters and will therefore enable employees to feel more heard, listened to and valued in general. Effective employee communication will also promote employee performance, retention and well-being.

At this juncture, it is advisable to consider how often, and how clearly and transparently, you communicate with your employees about workplace matters. Is it usually ad hoc and unexpected or is it planned, regular, expected and TRUSTED?

How do you communicate with your employees? What methods/mediums do you use and how do you communicate with remote workers, if applicable? How flexible are you, to ensure that all employees are included and involved?

How approachable is management to employees? How open, is your open-door policy, if you have one? How do managers demonstrate, with their management style, verbal and non-verbal communication, that they are approachable and care about what their employees think, feel and have to say?

Please see below for links to useful resources in this area and please do not hesitate to let us know if you have any associated queries.

[ACAS guidance on how to inform and consult with employees in the workplace.](#)

[Government guidance on creating an internal communication strategy.](#)

[Various case studies on employee involvement and participation.](#)

### How can we Help?

If you have any queries relating to the content of this newsletter, or any other HR related topic, please do not hesitate to contact us via [hradvice@hasslefreehr.co.uk](mailto:hradvice@hasslefreehr.co.uk).

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