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5 immediate actions for HR & benefits leaders post-Autumn Budget 2026.



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5 Steps to building employee trust and morale.

01. Absorb & process

The Autumn Budget announcement has impacted your business.

- Absorb the changes, identifying what's coming and when.
- Call out potential financial changes that will affect your people and business.
- Highlight which of your policies will require amendment.
- Measure the additional work needed to implement and manage the changes.

Find out more

02. Prioritise impacts

Determine your priorities over the coming months.

- What's the most time or cost-sensitive change you'll need to address?
- Which changes are most likely to affect your workforce, both positively and negatively?
- What requires more immediate action, and what can you postpone?
- What are the long- and short-term impacts?

03. Review options

Income Tax and NIC adjustments are impacting your business savings and employees' take-home pay.

- Review all policies to understand where savings can be made, such as through Private Medical Insurance.
- Is your benefits package delivering real value and a measurable return?
- Can you capitalise on an Annual Leave Purchase scheme to fill the NIC savings gap?

04. Communicate

Your employees were watching the Autumn Budget, too. Ensure they leave 2026 with clarity and confidence.

- You may not be able to confirm the steps your business will take at this stage, but it's essential to acknowledge the changes and how you plan to address them.
- Giving employees a placeholder and sharing when more information will follow is OK. Much better than not communicating at all, which could lead to a lack of trust and unnecessary worry.

05. Boost morale

Celebrate everything you've achieved in 2026 to ensure you start 2027 in the best possible shape.

- It's essential to celebrate and thank your workforce for all they've contributed and achieved in 2026.
- Have a party, send a gift, issue rewards vouchers, host a meal, or even an awards ceremony.
- Ensure your employees leave for the festive break feeling valued and supported.

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