

2027 Contract Update Checklist

Which contract and handbook terms to review for law changes that are in force or enacted with a date, by jurisdiction, with a separate Part B for what is announced, proposed or not yet confirmed as binding.

What this is

A checklist of law changes that employment contracts, offer letters and handbooks may need to reflect in 2027. Each row gives the jurisdiction, the document and clause to look at, the trigger date, a status word and the official source.

Part A (27 rows) holds changes that are in force or enacted with a date. Part B (21 rows) holds items that are announced, proposed or not yet confirmed as binding. Do not amend a document because of an announced or proposed Part B row; set a check-again date instead. Part B also holds 3 rows with status Enacted, details unconfirmed (B18, B20, B21): the law or rule is made, so read the instrument now.

When to use it

Use it when you plan the 2027 contract and handbook review, and again before each trigger date. Statuses and dates were checked on October 27 and 28, 2026 and will change.

How to choose a version

Use the DOCX to edit rows, delete jurisdictions where you have no workers, or add your own clause references. Use the PDF to print and tick by hand. Both files hold the same rows.

How to fill it

1. Tick the jurisdictions where you have workers (page 1 of the checklist).
2. In Part A, mark each row Yes or No under "Applies to us?". Read the source first: many rows depend on employer size, worker type or location.
3. For each Yes row, write an owner and a due date before the trigger date. Tick "Reviewed" when the document has been checked against the source.
4. Give each Part B row for a place where you have workers a "check again" date. For a row with a January 1, 2027 trigger (B1, B2, B9, B10, B12, B16, B17), set it no later than December 1, 2026, so there is time to change a document if the source confirms the rule. For the Enacted, details unconfirmed rows (B18, B20, B21), read the instrument now and decide whether and when it applies to you.
5. List your documents in the inventory with their next review dates, then sign off.

Disclaimer

General information, not legal advice. This checklist reports what official sources say about enacted, in force and announced changes. It does not say whether a rule applies to your business or what your contract should say. Read the primary text, and ask a lawyer qualified in the jurisdiction before you change a contract.

Template from HR Riant, hrriant.com

2027 Contract Update Checklist

Sources checked October 27 and 28, 2026. Part A: 27 rows. Part B: 21 rows.

Company or entity: _____	Prepared by: _____	Date: _____
Review owner: _____	Version: _____	Next review date: _____

Jurisdictions where you have workers

☐ United Kingdom (Great Britain rows)	☐ United States	☐ European Union	☐ Canada	☐ Australia	☐ Germany	☐ Singapore	☐ UAE	☐ India
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United States rows name the state. United Kingdom rows cover Great Britain (England, Scotland and Wales); Northern Ireland needs a separate check. Delete rows for places where you have no workers, or mark them No in Part A.

Status words

Part	Status	Meaning
A	In force	The source shows the rule binding now. The date shown is when it started, or a deadline or end date to plan for.
A	Enacted, date set	Law or regulation made, with a start or deadline date in the source.
A	In force, varies by country	An EU directive that binds Member States; the national text decides what binds your employer.
B	Announced	A government or agency source states a future date or figure; we found no commencement or final text for the dated measure in what we read. Parts of a law can already be in force for other purposes.
B	Bill	A bill has been introduced and, in what we read, has not passed.
B	Exposure draft	Draft legislation released for consultation.
B	Enacted, details unconfirmed	Law or rule made, but its start date, scope or text is not confirmed in what we read. Read the instrument now.
B	Not in effect	The source states the rule is not in effect.
B	Not yet decided	No decision, bill or date exists yet.

Part A. In force, or enacted with a date: review the clause

Tick Reviewed (the box under the reference) when you have read the source and checked the document. Mark Applies to us? only after reading the scope in the source.

Ref	Jurisdiction	Document and clause to review	Trigger date	Status	What the source says	Source	Applies to us?	Owner and due date
A1 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Probation and notice clauses Documents: Employment contract template; Employee handbook	Jan 1, 2027	Enacted, date set	In England, Scotland and Wales, the qualifying period for ordinary unfair dismissal protection falls from 2 years to 6 months for dismissals with an effective date of termination on or after January 1, 2027. Acas says someone with at least 6 months' service on that date is protected, and that ending probation early does not avoid legal risks. business.gov.uk says there will be no changes to notice periods, that employers must keep considering both statutory and contractual notice, and that statutory notice counts as service when working out the qualifying period.	S.I. 2026/559; business.gov.uk; Acas	☐ Yes ☐ No	
A2 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Written reasons for dismissal; compensation and spent-conviction wording in the dismissal procedure Documents: Disciplinary and grievance procedure; Employee handbook	Jan 1, 2027	Enacted, date set	In England, Scotland and Wales, the qualifying period for an employee's right to request written reasons for dismissal also falls from 2 years to 6 months, and the qualifying period for protection against unfair dismissal on grounds relating to spent convictions is removed. Section 25(3) of the Act omits section 124 of the 1996 Act, the limit on the compensatory award. Regulation 4(1) of S.I. 2026/559 says the amendments made by section 25(2) and (3) have effect where the effective date of termination falls on or after January 1, 2027, and do not have effect where it falls before that date.	business.gov.uk; ERA 2025 s.25; S.I. 2026/559	☐ Yes ☐ No	
A3 ☐	United States Washington	Noncompete and nonsolicitation clauses Documents: Restrictive covenant agreement; Employment contract template	Jun 30, 2027; written notice by Oct 1, 2027	Enacted, date set	Under ESHB 1155 (Chapter 149, Laws of 2026), noncompetition covenants are void and unenforceable regardless of when they were entered into. The act's definition leaves out a nonsolicitation agreement that stays within its limits (for customers, a direct relationship with the employee and a ban that ends within 18 months of termination) and a covenant for buying or selling the goodwill of a business when the signer holds an ownership interest of one percent or more. By October 1, 2027 an employer must make reasonable efforts to give written notice to current and former employees (and contractors) whose covenants are still in their effective period.	WA ESHB 1155	☐ Yes ☐ No	
A4 ☐	United States Washington	Salary stated for overtime-exempt roles Documents: Offer or appointment letter; Payroll and pay policy	Jan 1, 2027	Enacted, date set	L&I says overtime-exempt salaried workers must be paid at least \$1,595.70 a week at employers with 1 to 50 employees (2.25 times the state minimum wage) and \$1,773 a week at 51 or more (2.5 times). The 2027 minimum wage is \$17.73 an hour.	WA L&I	☐ Yes ☐ No	
A5 ☐	United States Connecticut	Paid sick leave policy Documents: Employee handbook; Leave policy	Jan 1, 2027	Enacted, date set	Paid sick leave covers employers with 1 or more employees in Connecticut from January 1, 2027, up from 11 or more in 2026. Employees accrue 1 hour for every 30 hours worked, up to 40 hours a year.	CT DOL FAQ	☐ Yes ☐ No	

Ref	Jurisdiction	Document and clause to review	Trigger date	Status	What the source says	Source	Applies to us?	Owner and due date
A6 ☐	United States Maryland	FAMLI payroll deduction and employee notice wording Documents: Employee handbook; Payroll and pay policy; Leave policy	Jan 2027; first payment Apr 30, 2027; employee notice from Jul 2027	Enacted, date set	Maryland sets the initial FAMLI rate at 0.9% of wages up to the Social Security wage cap, split 0.45% each, and says employers collect employee contributions through payroll deductions starting in January 2027. Employers with fewer than 15 employees remit 50%. The first payment, for wages paid January 1 to March 31, 2027, is due April 30, 2027. The employer page says employee notice starts in July 2027.	MD FAMLI contributions; MD FAMLI employers	☐ Yes ☐ No	
A7 ☐	United States California	Annual Workplace Know Your Rights notice Documents: Employee handbook	By Feb 1 each year (Feb 1, 2027 is a Monday)	In force	Under Labor Code sections 1550 to 1559, employers must give workers a yearly written notice by February 1, covering retaliation protection, workers' compensation, immigration-related practices, union and group activity, emergency contacts and law enforcement interactions.	CA DIR 2026-14	☐ Yes ☐ No	
A8 ☐	United States California	Automated decision-making technology (ADMT) wording Documents: AI, hiring and HR technology policy; Privacy notice (employees and candidates)	Jan 1, 2027	Enacted, date set	The CPPA says businesses that use ADMT to make significant decisions must comply beginning January 1, 2027. The regulation text counts hiring, allocation of work and compensation, promotion, demotion, suspension and termination as significant decisions in employment, and refers to a pre-use notice.	CPPA announcement; CPPA regulation text	☐ Yes ☐ No	
A9 ☐	United States Colorado	Automated decision-making wording (SB 26-189) Documents: AI, hiring and HR technology policy; Privacy notice (employees and candidates)	Jan 1, 2027	Enacted, date set	The General Assembly's bill page lists a Signed Act dated May 14, 2026 with the status Became Law, and the act takes effect January 1, 2027. The signed act defines one covered domain as "employment or an employment opportunity". The Attorney General's page, modified October 27, 2026, says a formal rulemaking hearing took place on October 26, 2026 and posts no adopted or final rules as of October 28, 2026.	Colorado SB26-189 Signed Act; Colorado SB26-189 bill page; Colorado AG	☐ Yes ☐ No	
A10 ☐	United States Delaware	Pay range and benefits description in postings Documents: Job posting template	Sep 26, 2027	Enacted, date set	House Substitute 2 for House Bill 105, signed September 26, 2025, requires postings to include salary or wage range information and a general description of benefits. It takes effect 2 years after enactment and does not apply to employers with 25 or fewer employees.	Delaware HB 105	☐ Yes ☐ No	
A11 ☐	United States Washington	Pay range posting: correction window ends Documents: Job posting template	Jul 27, 2027	In force	For postings from July 27, 2025 through July 27, 2027, an employer must be given a chance to correct a violation, and a fix within 5 business days of written notice avoids penalties. The correction provision does not apply after July 27, 2027. The section applies to employers with 15 or more employees.	RCW 49.58.110	☐ Yes ☐ No	
A12 ☐	United States Massachusetts	Pay range posting: cure period ends Documents: Job posting template	Oct 29, 2027	In force	The law covers employers with 25 or more employees. Until October 29, 2027, covered employers have 2 business days to cure defects after receiving a Notice to Cure letter.	Mass.gov	☐ Yes ☐ No	
A13 ☐	European Union	Clauses that restrict disclosing pay Documents: Employment contract template	Directive deadline Jun 7, 2026; national dates vary	In force, varies by country	Article 7(5) of Directive (EU) 2023/970 says workers shall not be prevented from disclosing their pay to enforce equal pay, and that Member States shall put in place measures to prohibit contract terms that restrict workers from disclosing information about their pay. Member States had until June 7, 2026 to bring in national law. Read the national text for each country.	EU Directive 2023/970	☐ Yes ☐ No	

Ref	Jurisdiction	Document and clause to review	Trigger date	Status	What the source says	Source	Applies to us?	Owner and due date
A14 ☐	European Union	Use of high-risk AI systems in employment Documents: AI, hiring and HR technology policy; Employee handbook	Dec 2, 2027	Enacted, date set	Article 113 of the AI Act, in the consolidated version as at July 27, 2026 (the Service Desk marks the text as amended by the Digital Omnibus on AI), applies the obligations for high-risk systems under Article 6(2) and Annex III from December 2, 2027. Annex III point 4 covers systems used for recruitment or selection, decisions on terms of work, promotion or termination, task allocation and performance monitoring. Article 26(7) says deployers who are employers inform workers' representatives and the affected workers before use.	AI Act Art. 113; AI Act Annex III; AI Act Art. 26	☐ Yes ☐ No	
A15 ☐	Canada (federal)	Wage rates that differ by employment status Documents: Employment contract template; Payroll and pay policy	Oct 20, 2026 (180th day after Apr 23, 2026, counted)	In force	SI/2026-18 fixes the 180th day after the order was made (April 23, 2026) as the coming-into-force day for several provisions of the Budget Implementation Act, 2018, No. 2. The Regulatory Impact Analysis Statement says the Canada Labour Code will prohibit employers from paying different wage rates because of a difference in employment status (full-time, part-time, permanent or temporary). The comparison is between employees in the same industrial establishment (worksites in the same Employment Insurance region count as one) under similar working conditions and doing work that needs substantially the same skill, effort and responsibility. A system based on seniority, merit, the quantity or quality of production, or other prescribed criteria is an exception. Where an existing collective agreement permits such differences, its rules prevail for a subsequent two-year period. Part III covers federal Crown corporations and federally regulated private-sector industries and does not apply to the federal public service.	SI/2026-18; SOR/2026-75	☐ Yes ☐ No	
A16 ☐	Canada Ontario	Compensation, AI use and vacancy statements in postings Documents: Job posting template	Jan 1, 2026	In force	Publicly advertised postings must state expected compensation (a range limited to \$50,000 a year or less), disclose use of artificial intelligence to screen, assess or select applicants, state whether the posting is for an existing vacancy, and may not include a requirement for Canadian experience (professional licensing or registration requirements are excepted). The rules do not apply to employers with fewer than 25 employees, and the compensation requirement does not apply above \$200,000 a year.	Ontario ESA guide	☐ Yes ☐ No	
A17 ☐	Australia	Superannuation payment timing Documents: Employment contract template; Payroll and pay policy	Jul 1, 2026	In force	Under Payday Super, which the ATO dates from July 1, 2026, contributions are due in employees' super accounts within 7 business days after payday, unless a longer time applies, such as for new employees.	ATO changeover page; ATO Payday Super	☐ Yes ☐ No	
A18 ☐	Australia	Award-linked pay rates and the National Minimum Wage Documents: Employment contract template; Payroll and pay policy	Jul 1, 2026	In force	The Fair Work Commission's 2026 decision lifts modern award wage rates by 4.75% from July 1, 2026 and sets the National Minimum Wage at \$1,004.90 a week, or \$26.44 an hour.	FWC decision	☐ Yes ☐ No	
A19 ☐	Australia	Automated decision statements in the privacy policy Documents: Privacy notice (employees and candidates); AI, hiring and HR technology policy	Dec 10, 2026	Enacted, date set	The OAIC fact sheet says the APP 1.7 to 1.9 changes take effect on December 10, 2026. A privacy policy must describe the kinds of personal information used by programs that make, or substantially and directly help make, decisions that could significantly affect an individual, and the kinds of decisions involved. The fact sheet lists recruitment software as an example and does not mention the employee records exemption.	OAIC fact sheet	☐ Yes ☐ No	

Ref	Jurisdiction	Document and clause to review	Trigger date	Status	What the source says	Source	Applies to us?	Owner and due date
A20 ☐	Germany	Hourly pay set at or near the statutory minimum Documents: Employment contract template; Payroll and pay policy	Jan 1, 2027	Enacted, date set	The Fifth Minimum Wage Adjustment Ordinance (MiLoV5), issued November 5, 2025, sets the statutory minimum wage at 13.90 euros gross an hour from January 1, 2026 and 14.60 euros from January 1, 2027.	MiLoV5	☐ Yes ☐ No	
A21 ☐	Germany	Monthly earnings limit for mini-jobs Documents: Employment contract template	Jan 1, 2027	Enacted, date set	BMAS's notice in the Bundesanzeiger (BANz AT 20.11.2025 B1, dated November 7, 2025 and published November 20, 2025) states the monthly earnings limit for mini-jobs as 633 euros from January 1, 2027, up from 603 euros from January 1, 2026. Section 8(1a) of Book IV of the Social Code defines the limit as the minimum wage times 130, divided by three, rounded up to a full euro. At 14.60 euros that is 632.67, which rounds up to 633 euros.	BMAS notice; SGB IV section 8; MiLoV5	☐ Yes ☐ No	
A22 ☐	Singapore	Retirement age and re-employment age Documents: Employment contract template; Employee handbook	Jul 1, 2026	In force	MOM says the re-employment age was raised from 68 to 69 on July 1, 2026, and the minimum retirement age is 64 for employees born on or after July 1, 1963, with lower ages for earlier birth dates. Employers must offer re-employment to eligible employees.	MOM re-employment	☐ Yes ☐ No	
A23 ☐	UAE	Salary of Emirati employees in the private sector Documents: Employment contract template; Payroll and pay policy	Jan 1, 2026; adjust by Jun 30, 2026	In force	MoHRE set the minimum monthly wage for Emiratis in the private sector at AED 6,000 for new, renewed or amended work permits from January 1, 2026, and said all Emiratis in the private sector must be paid at least that by June 30, 2026. The u.ae page repeats the AED 6,000 figure.	MoHRE news; u.ae Emirati employment	☐ Yes ☐ No	
A24 ☐	UAE	Midday break for outdoor work Documents: Employee handbook	Jun 15 to Sep 15 each year (next start Jun 15, 2027)	In force	The u.ae working hours page says all work performed directly under the sun and in open places is not allowed between 12.30 pm and 3 pm from June 15 to September 15 every year. It cites Ministerial Resolution No. 44 of 2022.	u.ae working hours	☐ Yes ☐ No	
A25 ☐	India	Wages definition and the 50 percent test in pay structures Documents: Employment contract template; Payroll and pay policy	In effect since Nov 21, 2025	In force	The Labour Ministry FAQ (as on March 16, 2026) says the definition of wages has been in effect from November 21, 2025, and that overtime allowance forms part of the 50 percent calculation. The Ministry's Handbook says that if items (a) to (i) exceed 50% of total pay (or another percentage notified by the Central Government), the excess counts as wages. The Handbook covers establishments where the Central Government is the appropriate government.	Labour Ministry FAQ; Labour Ministry Handbook	☐ Yes ☐ No	
A26 ☐	India	Gratuity for fixed-term employees Documents: Employment contract template; Employee handbook	In effect since Nov 21, 2025	In force	PIB's November 21, 2025 release says fixed-term employees become eligible for gratuity after one year of continuous service. The Ministry FAQ says gratuity calculation applies from November 21, 2025, and the Handbook says gratuity is payable within 30 days from the date it becomes payable.	PIB Nov 2025; Labour Ministry FAQ; Labour Ministry Handbook	☐ Yes ☐ No	
A27 ☐	India	Appointment letter for every worker Documents: Offer or appointment letter	In effect since Nov 21, 2025	In force	PIB's November 21, 2025 release lists mandatory appointment letters to all workers among the changes. Its February 5, 2026 release says the Labour Codes have come into effect from November 21, 2025 and lists issuance of appointment letters to all employees among their important provisions.	PIB Nov 2025; PIB Feb 2026	☐ Yes ☐ No	

Part B. Announced, proposed or not yet confirmed: set a check-again date

Most rows here are announced, proposed or drafted: leave the document as it is and set a check-again date before the trigger date. For the rows with a January 1, 2027 trigger (B1, B2, B9, B10, B12, B16, B17), set it no later than December 1, 2026. The rows with status Enacted, details unconfirmed (B18, B20, B21) are made law or rules: read the instrument now and decide whether and when it applies to you. Tick Reviewed when you have read the row and set the date.

Ref	Jurisdiction	Document and clause to review	Trigger date	Status	What the source says	Source	Check again on	Owner
B1 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Written statement of the right to join a trade union Documents: Employee handbook; Offer or appointment letter	Jan 1, 2027 (GOV.UK timeline)	Announced	GOV.UK's timeline, updated October 22, 2026, lists the duty to inform workers of their right to join a trade union among measures taking effect on January 1, 2027, and says all future dates remain subject to parliamentary processes and may change. Subsections (1), (2) and (5) of section 58 are in force for specified purposes only (S.I. 2026/3).	GOV.UK timeline; ERA 2025 s.58		
B2 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Tipping policy Documents: Employee handbook	Jan 1, 2027 (GOV.UK timeline)	Announced	GOV.UK lists strengthening tipping law among measures taking effect on January 1, 2027. The section 14 page shows it was not in force at Royal Assent and names no commencement regulations.	GOV.UK timeline; ERA 2025 s.14		
B3 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Changing core contract terms (fire and rehire) Documents: Employment contract template; Disciplinary and grievance procedure	Mar 2027 (GOV.UK timeline)	Announced	GOV.UK lists fire and rehire protections for March 2027. The government factsheet describes dismissal for failing to agree to a change in certain core contractual terms as automatically unfair, except where a business is in severe financial difficulty. Parts of section 28 are in force for specified purposes (S.I. 2026/3 and S.I. 2026/323).	GOV.UK timeline; ERA 2025 factsheet; ERA 2025 s.28		
B4 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Bereavement leave Documents: Employee handbook; Leave policy	Apr 2027 (GOV.UK timeline)	Announced	GOV.UK lists bereavement leave, including pregnancy loss, among measures taking effect in April 2027. The section 18 page shows extent England, Wales and Scotland.	GOV.UK timeline; ERA 2025 s.18		
B5 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Collective redundancy threshold Documents: Disciplinary and grievance procedure	Apr 2027 (GOV.UK timeline)	Announced	GOV.UK lists an organization-wide collective redundancy threshold for April 2027. The government factsheet says the new threshold will be set in secondary legislation and gives no figure. The section 29 page shows extent England, Wales and Scotland.	GOV.UK timeline; ERA 2025 factsheet; ERA 2025 s.29		
B6 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Confidentiality and NDA wording Documents: Separation or settlement template; Employment contract template	Sep 2027 (GOV.UK timeline)	Announced	GOV.UK lists regulations to prevent the misuse of NDAs in cases of workplace harassment or discrimination for September 2027. The factsheet describes the measure as voiding any provision that seeks to stop a worker from speaking out about harassment or discrimination they have experienced. The section 24 page shows extent England, Wales and Scotland.	GOV.UK timeline; ERA 2025 factsheet; ERA 2025 s.24		
B7 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Dismissal protection for pregnancy and new mothers Documents: Employee handbook; Disciplinary and grievance procedure	Oct 2027 (GOV.UK timeline)	Announced	GOV.UK lists enhanced dismissal protections for pregnant women and new mothers for October 2027. The factsheet describes the protection as lasting at least six months after return to work, subject to specific exceptions. The section 26 page, headed Dismissal during pregnancy, shows extent England, Wales and Scotland.	GOV.UK timeline; ERA 2025 factsheet; ERA 2025 s.26		
B8 ☐	Great Britain England, Scotland and Wales (not Northern Ireland)	Flexible working request policy Documents: Employee handbook	Oct 2027 (GOV.UK timeline)	Announced	GOV.UK lists flexible working for October 2027. The factsheet describes the change as requiring that a rejection of a request be reasonable. The section 9 page shows extent England, Wales and Scotland.	GOV.UK timeline; ERA 2025 factsheet; ERA 2025 s.9		

Ref	Jurisdiction	Document and clause to review	Trigger date	Status	What the source says	Source	Check again on	Owner
B9 ☐	United States Maine	Salary stated for overtime-exempt roles Documents: Offer or appointment letter; Payroll and pay policy	Jan 1, 2027	Announced	The Maine Department of Labor says that from January 1, 2027 the minimum salary for salaried workers exempt from overtime will be \$905.79 a week, or \$47,101.08 a year, and that duties still count. The state minimum wage rises to \$15.70 an hour.	Maine DOL		
B10 ☐	United States California	Salary stated for overtime-exempt roles Documents: Offer or appointment letter; Payroll and pay policy	Jan 1, 2027	Announced	California's release 2026-66 (August 13, 2026) says the statewide minimum wage will be \$17.40 an hour and an exempt employee must earn at least \$72,384 a year (\$17.40 x 2 x 40 hours x 52 weeks) from January 1, 2027.	CA DIR 2026-66		
B11 ☐	United States Federal	Federal noncompete rule Documents: Restrictive covenant agreement	No date	Not in effect	The FTC says the Noncompete Rule is not in effect and is not enforceable (page updated April 20, 2026).	FTC		
B12 ☐	Canada Ontario	Uniform costs (Bill 105) Documents: Employee handbook	Jan 1, 2027, if passed	Bill	When we read the legislature page, Bill 105 (Protecting Ontario's Workers and Economic Resilience Act, 2026) stood at Second Reading Ordered for Third Reading. Section 1 of its Schedule 1 would add to the Employment Standards Act, 2000 a rule that an employer shall not, directly or indirectly, require an employee to pay for a uniform, with exceptions such as damage beyond normal wear and tear. Schedule 1 says that section 1 comes into force on January 1, 2027, while the Bill's own commencement section sets Royal Assent unless otherwise provided.	Ontario Bill 105		
B13 ☐	Canada Nova Scotia	Overtime threshold and tip handling Documents: Employee handbook; Payroll and pay policy	Apr 1, 2027	Bill	Nova Scotia's September 8, 2026 release says legislation has been introduced to reduce the overtime threshold to 44 hours a week from 48 and to ensure tips and gratuities go to the people who earn them, with both changes taking effect April 1, 2027. It gives no bill number.	Nova Scotia release		
B14 ☐	Australia	Non-compete clauses Documents: Employment contract template; Restrictive covenant agreement	No date; first Jan 1, Apr 1, Jul 1 or Oct 1 after Royal Assent	Exposure draft	Treasury's exposure draft, dated September 3, 2026 and released with the minister's release of September 7, 2026, would ban non-compete terms below the high income threshold, which the release puts at \$190,100 a year. Consultation closed October 2, 2026. None of the pages we read says the Bill has been introduced in Parliament.	Treasury exposure draft; Minister's release; Treasury consultation		
B15 ☐	Australia	Award-linked pay rates from July 2027 Documents: Employment contract template; Payroll and pay policy	Jul 1, 2027 by default	Not yet decided	Under sections 286(1) and 287(1) of the Fair Work Act, annual wage review determinations varying modern awards and national minimum wage orders come into operation on July 1 in the next financial year. The 2027 review has not been decided.	Fair Work Act s.287		
B16 ☐	Singapore	CPF contribution rates for older workers Documents: Offer or appointment letter; Payroll and pay policy	Wages earned from Jan 1, 2027	Announced	The CPF Board page (updated June 16, 2026) says new rates apply to wages earned from January 1, 2027: a total rate of 35.5% (up 1.5 points; employer 16.5%, employee 19%) above age 55 to 60 and 26% (up 1 point; employer 13%, employee 13%) above 60 to 65, for employees earning above S\$750 a month. The page says the graduated rates for first and second year Singapore Permanent Residents do not change, and it cites no Act or notification.	CPF Board		
B17 ☐	Singapore	Salary offered to Employment Pass and S Pass holders Documents: Offer or appointment letter	New applications from Jan 1, 2027	Announced	MOM's pages show the minimum qualifying salary for new applications from January 1, 2027 as S\$6,000 for the Employment Pass (S\$6,600 in financial services) and S\$3,600 for the S Pass (S\$4,000 in financial services), rising with age. Renewals of passes expiring from January 1, 2028 follow the new level.	MOM Employment Pass; MOM S Pass		

Ref	Jurisdiction	Document and clause to review	Trigger date	Status	What the source says	Source	Check again on	Owner
B18 ☐	Singapore	Grievance handling process Documents: Disciplinary and grievance procedure; Employee handbook	End-2027	Enacted, details unconfirmed	MOM's written answer of October 7, 2026 says the Workplace Fairness Act, already enacted, will be implemented in end-2027, and that employers will be required to put in place internal grievance handling processes.	MOM written answer		
B19 ☐	Germany	Pay disclosure clauses (EU pay transparency law) Documents: Employment contract template	No date	Not yet decided	Bundestag Drucksache 21/7026 (July 8, 2026) says the family ministry has made the preparations for a draft bill implementing the EU Pay Transparency Directive and that the legislative procedure is to start afterward. It gives no dates.	Bundestag 21/7026		
B20 ☐	UAE	Wage payment dates and transfers Documents: Payroll and pay policy	No start date on the page	Enacted, details unconfirmed	The u.ae payment of wages page (updated October 14, 2026) cites Ministerial Resolution No. 340 of 2026 on the Wage Protection System and gives no start date. The page also says wages are due on the first day of each month and that employers must transfer at least 85 per cent of wages due on time. We could not tell whether those points come from this resolution.	u.ae payment of wages		
B21 ☐	India	Standing orders Documents: Employee handbook	No date	Enacted, details unconfirmed	Rule 1(2) of the Industrial Relations (Central) Rules, 2026 (G.S.R. 342(E), May 8, 2026) says they come into force on the date of their publication in the Official Gazette. Rule 10 covers industrial establishments in the mine, manufacturing and service sectors and refers to the Model Standing Orders, 2026. An employer that adopts them informs the certifying officer, and they are deemed certified if no observation is made within thirty days. The copy we read does not contain the model's text.	IR Central Rules		

Document inventory

List each version of each document you use, with the jurisdictions it covers. The first column holds the document types named in the rows above.

☐ Checked	Document type	Jurisdictions it covers	Owner	Version or date	Last reviewed	Next review
☐	Employment contract template					
☐	Offer or appointment letter					
☐	Employee handbook					
☐	Restrictive covenant agreement					
☐	Job posting template					
☐	Payroll and pay policy					
☐	Leave policy					
☐	Disciplinary and grievance procedure					
☐	AI, hiring and HR technology policy					
☐	Privacy notice (employees and candidates)					
☐	Separation or settlement template					

Sign-off

Part A rows reviewed: _____ of 27	Part A rows marked Yes: _____	Part B check-again dates set: _____ of 21
☐ Lawyer or payroll provider consulted	☐ Owners and due dates assigned	☐ Inventory completed
Reviewed by: _____	Date: _____	Next full review: _____

Sources

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