



BPE SOLICITORS & C2S

WEDNESDAY WORKING LUNCH

MARCH 2026



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Today's Speakers



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Agenda

12:00 **Welcome and Registration**

12:00 **Lunch served until 12:30**

12:30 **An update on the Employment Rights Act 2025**

12:45 **Lease Electric**

13:00 **Trending Topics**

14:00 **Tea/coffee/catch-up**

Employment Rights Act 2025



Emily Arnold

Associate, Solicitor



Steve Conlay

Senior Associate, Solicitor



Stephen Conlan

Partner, Solicitor

Updated Timeline

- Updated timeline for implementation
- The timetable sets out the upcoming changes in 2026 and early 2027



April 2026

- Collective redundancy protective award and threshold
- ‘Day 1’ Paternity Leave and Unpaid Parental Leave
- Whistleblowing
- Bereaved Partners’ Paternity Leave
- Statutory Sick Pay
- Action plans (voluntary for now)
- Menopause guidance
- Simplifying trade union recognition process
- The establishment of the Fair Work Agency

- Trade unions
- Sexual harassment reforms
- Tightening tipping laws
- Employment Tribunal time limits

October 2026

January 2027

- Fire and rehire protections
- Reduction of unfair dismissal qualifying period
- Uncapping compensatory awards

- Action plans become mandatory
- Enhanced dismissal protections for pregnant women and new mothers
- Specifying steps that are to be regarded as 'all reasonable steps' in relation to sexual harassment
- Trade union changes
- Flexible working
- Bereavement leave including pregnancy loss
- Zero hours contracts
- Regulation of umbrella companies

2027

The Employment Rights (Increase of Limits) Order 2026

Limit on the compensatory award for unfair dismissal - increase from £118,223 to £123,543

Limit on a week's pay for the purpose of calculating statutory redundancy payments and the basic award for unfair dismissal - increase from £719 to £751

Limit on the compensatory award for failure to allocate and pay tips fairly - increase from £5,135 to £5,366

Guarantee pay - increase from £39 to £41 per day

Minimum basic award in cases where a dismissal is unfair by virtue of certain health and safety, working time, employee representative, trade union, or occupational pension trustee reasons - increase from £8,763 to £9,157

Lease Electric



Richard Markey

Managing Director, Lease Electric

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Imagine giving your employees
£50,000 worth of benefits, without it
costing your business a penny...



With EV Salary Sacrifice you can give your employees access to a brand-new Ford Explorer at used Kia Sportage Prices...



Brand new Fords for used Kia prices



Ford Explorer
250kW Premium 79kWh AWD 5dr Auto

Including:

- Comprehensive Insurance
- Routine Servicing and Maintenance
- Tyre Replacement and Repair
- Breakdown Cover
- Annual Road Tax
- Home Charger & Standard Installation

£441

per month
Net Salary Sacrifice

£525
per month
PCH



KIA Sportage 1.6T GDi PHEV GT-Line S
Used: 20,792 miles

Not Including:

- Insurance
- Routine Servicing and Maintenance
- Tyre Replacement and Repair
- Breakdown Cover
- Annual Road Tax
- Home Charger & Standard Installation

How will our employees benefit?

Ben's Feedback

"The salary sacrifice scheme was an opportunity that was hard to say no to. For me it was the convenience of having everything covered under one payment with the only additional cost being charges, and not having to worry about unexpected car faults that always seem to come at the worst possible time. Obviously, the key reason to go with a salary sacrifice is the cost, you get to drive a brand-new car at a cheaper rate, which you would be silly not to take advantage of. When I started looking into this scheme, I was without a car due to an unexpected breakdown, thanks to the great service of the team in lease electric I managed to have a brand-new car delivered within 3 weeks!"

Brand new EV

Salary sacrifice offers the most cost-effective method to drive a new car and make the switch to an electric vehicle. Apart from benefiting from fleet discounts and VAT savings, opting for salary sacrifice will lower the Income Tax and National Insurance contributions for your employees.

All inclusive package

This Salary Sacrifice scheme ensures that comprehensive insurance, maintenance, servicing, road tax (at the prevailing rate), tyres and breakdown cover are all included, the employee just adds electricity.

Comprehensive Insurance for two additional drivers

Comprehensive insurance is available for the Employee, and up to two additional named drivers, (subject to Insurance Eligibility Criteria & Annual Licence Checks)

No Credit Checks

Due to the payment for the vehicle being made via the employee's salary they do not need to pass any credit checks.

Brand new car every 2, 3 or 4 years

With no deposits or an old vehicle to sell, the employee can change their car every 2 or 3 years with ease.

How does EV Salary Sacrifice benefit my business?

Recruitment and Retention

EV Salary Sacrifice enhances benefit packages by offering your employees access to a brand new EV, with all expenses (insurance, servicing, maintenance) included at a fixed cost for a contract period.

National Insurance Savings

The reduction in your employee's salary decreases the National Insurance Contribution (NIC) made by the company.

Corporation Tax Savings

Electric vehicles currently qualify for 100% of the rental to be offset against Corporation Tax.

Lower Grey Fleet Risk

Meet legal obligations to ensure that an employee's vehicle is reasonably safe to use, fit for purpose and lawfully on the road.

Reduce Carbon Footprint

Encourages low-emission motoring due to financial and tax benefits of electric vehicles, reducing Scope 3 Emissions (Employee Commutes)



How does the Salary Sacrifice Scheme work?

Salary Sacrifice for Electric Vehicles (EVs) is currently the fastest-growing vehicle financing method. This initiative, similar to the cycle-to-work scheme but tailored for electric vehicles, enables your employees to save up to 40% on the cost of an EV while boosting your company's sustainability efforts

Implementation

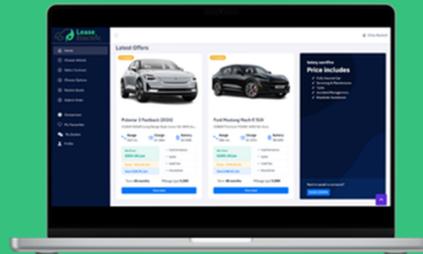


The Employer signs up to Lease Electric's Salary Sacrifice Scheme using our [online registration](#)

Once the business has passed initial credit checks, Lease Electric ask you to sign a Master Hire Agreement

We then support you to launch your Salary Sacrifice Scheme

Quote

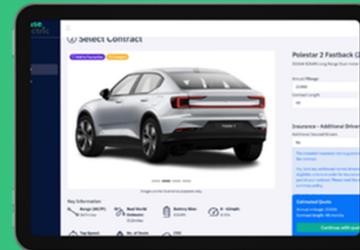


Employees gain access to the Lease Electric [Employee Portal](#), register and login.

The Employee configures their EV, and their term, then Lease Electric provide a quote

The Employee accepts the quote and proceeds to ordering their EV

Order

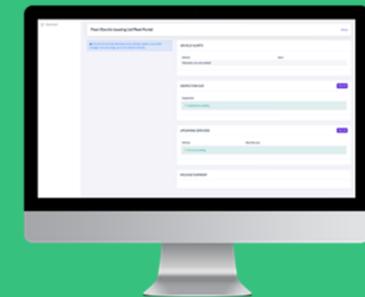


The Employee and Employer mutually agree on the vehicle and verify the order

Lease Electric confirm all delivery details and timeline directly with the employee

The EV is delivered and the Employee drives a fully maintained, insured lease for 2, 3 or 4 years

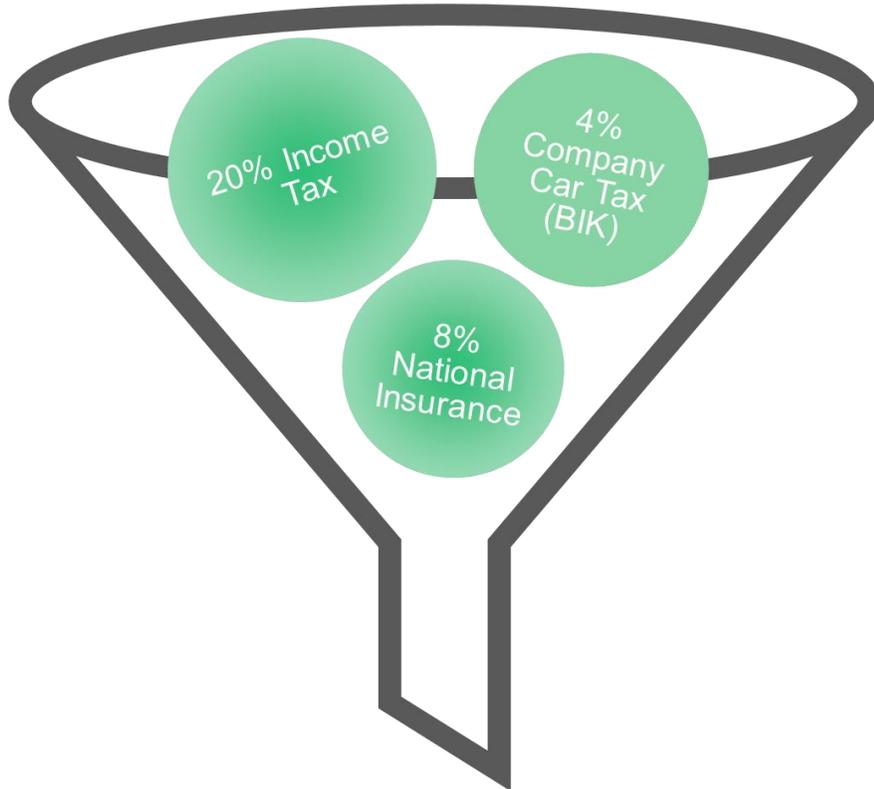
Payment



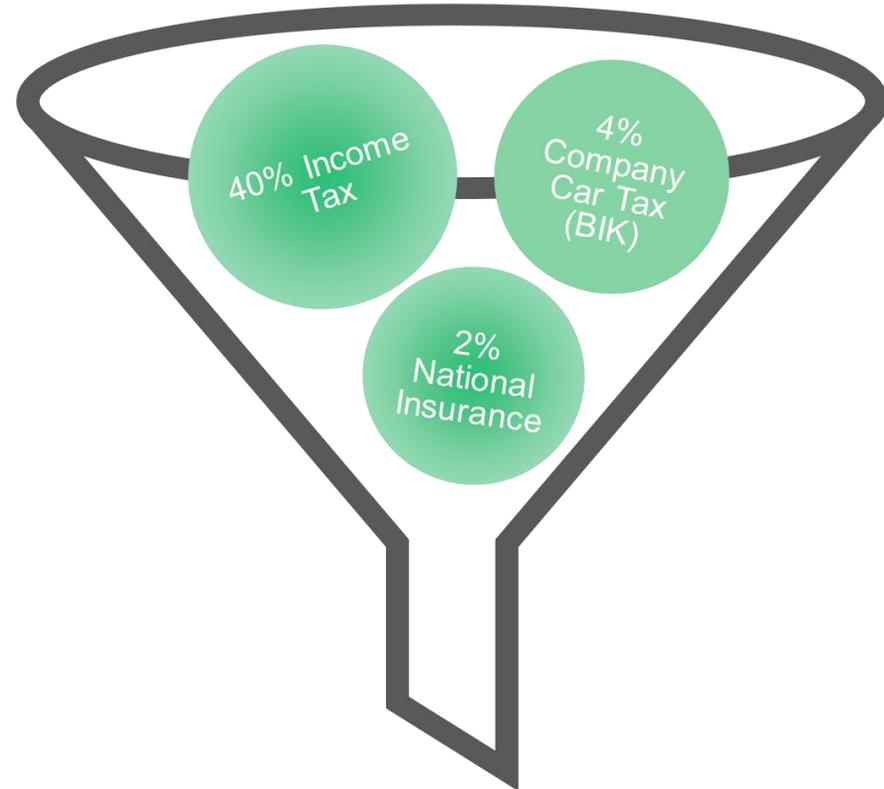
Employers pay a monthly payment directly to the lessor.

Your payroll team can access a monthly summary [online](#), showing which employees have EVs, what to deduct from gross salaries and P11D information upfront.

Salary Sacrifice Discount



~ 30% Discount



~ 40% Discount

Employee Savings example

20% Taxpayer Ford Capri 210kW Premium 77kWh 5dr Auto 52kWh		40% Taxpayer BYD Seal 230kW Design 83kWh	
			
Monthly Costs	£603.45	Monthly Costs	£620.56
Income Tax Saving	-£120.69	Income Tax Saving	-£248.22
National Insurance Saving	-£48.28	National Insurance Saving	-£12.41
Company Car Tax	£34.75	Company Car Tax	£60.89
Net Monthly Salary Reduction	£469.23	Net Monthly Salary Reduction	£420.82

Figures based on 4 year agreement, 10,000 miles per annum including all maintenance, servicing, tyres, breakdown and fully comprehensive insurance. Company car tax based on delivery from April 2026. Saving calculation based on Class 1 National Insurance reduction from lower employee salary and increase in Class 1A National Insurance due to taxable benefit. 690.81

Employer Savings example

Employers can save several thousand pounds on every employee vehicle leased through a salary sacrifice scheme. Additional savings from Corporation Tax Relief also available.

20% Taxpayer Ford Capri 210kW Premium 77kWh 5dr Auto 52kWh		40% Taxpayer BYD Seal 230kW Design 83kWh	
			
Monthly Net National Insurance Contributions	-£90.52	Monthly Net National Insurance Contributions	-£93.08
Net National Insurance Contributions over 4 years	-£4,344.96	Net National Insurance Contributions over 4 years	-£4,467.84

Figures based on 4 year agreement, 10,000 miles per annum including all maintenance, servicing, tyres, breakdown. Company car tax based on delivery from April 2026. Saving calculation based on Class 1 National Insurance reduction from lower employee salary and increase in Class 1A National Insurance due to taxable benefit.

Potential Employer Class 1 NI savings based on engagement

	5 Electric Cars Per Year	10 Electric Cars Per Year	20 Electric Cars Per Year
	Cumulative Savings		
Year 1	£4,388	£8,776	£17,552
Year 2	£8,776	£17,552	£35,103
Year 3	£13,163	£26,327	£52,665
Year 4	£26,327	£52,655	£105,3010
Total savings generated from orders placed in the first 3 years, based on a 4year lease term	£52,654	£105,307	£210,614

Average annual saving per employee: £877.56
 Total savings are based on the savings generated by each car over its full term.
 Assumes a 4-year term for each driver

Company Car Tax

HMRC consider Salary Sacrifice a non-cash benefit, therefore your employees will pay Company Car Tax, often referred to as Benefit in Kind (BIK). This will be shown in the payroll report to be deducted from their gross salary.

To calculate the BIK you will pay, use the formula: P11D X BIK percentage = Taxable benefit x Tax Rate = Tax for the full tax year / 12 = monthly cost.

20% Taxpayer Ford 210kW Premium 77kWh 5dr Auto 52kWh		40% Taxpayer BYD Seal 230kW Design 83kWh	
			
P11D Value	£46,920	P11D Value	£44,990
BIK Percentage (2025)	4%	BIK Percentage (2025)	4%
Income Tax Rate	20%	Income Tax Rate	40%
Annual Total	£417	Annual Total	£730.68
Monthly Total	£34.75	Monthly Total	£60.89

Early Termination

Our inclusive scheme aims to protect businesses and employees from unforeseen circumstances. Should an employee leave the business mid-contract for any number of reasons, our funder offers solutions to minimise the financial risk to the employer.

*If the employee voluntarily leaves employment or is dismissed before the end of the vehicle contract term they will be required to return the vehicle and pay the termination fees. The termination fee and any other amounts will be deducted from the employee's final salary by the employer.

If the hire of the Vehicle is terminated during the first 3 months of the term, the Employee will pay an Early Termination Payment (equal to 50% of the remaining rentals), thereafter, the Employee shall pay the lower of the amount that is equal to 3 monthly rentals or the Early Termination Payment.

The minimum contract term is as stated on the Vehicle Order Form. If the Employee leaves employment before the end of this term for the following reasons (lifestyle provisions), the Employee will be required to return the Vehicle to the Funder and pay the associated termination fees.

For absence due to any one of the following (None to Pay), the hire of the Vehicle will be terminated, and the Employee shall return the Vehicle, and there shall be no costs associated with the early termination of the Vehicle.

For absence due to parental leave, the Employee can either terminate the hire of the Vehicle prior to the expiry of the term or continue to hire the Vehicle provided that the payments do not take them below the National Minimum Wage or National Living Wage.

If the hire of the Vehicle is terminated during the first 6 months of the term, the Employee will pay an Early Termination Payment (equal to 50% of the remaining rentals).
If the hire of the Vehicle is terminated after the first 6 months of the term, the Employee shall pay the lower of the amount that is equal to 3 monthly rentals or the Early Termination Payment. If the Employee continues to hire the Vehicle, the salary sacrifice deductions will continue until such time as would reduce the Employee's pay below the National Minimum or National Living Wage, after which the salary sacrifice will be suspended for a maximum of 12 months, or until the end of the term, this only applies to the Vehicle and Maintenance Element of this scheme, Insurance will continue to be deducted monthly.

Lifestyle Provisions*

Career Break

Dismissal

Resignation

Retirement

Redundancy

Reduction in contracted hours

International Secondment / Transfer

Loss of Licence (Other than to ill health)

None to pay*

Loss of Licence due to medical reasons

Long Term sickness (unable to work)

Death in Service

Option to retain vehicle*

Parental Leave

What else do we need to consider?

Employee Eligibility

Employees must have completed at least 6 months employment to qualify. They must also consider whether they are going to remain in your employment during the contract to avoid early termination charges.

National Minimum Wage

Participation in the scheme is not allowed if the amount sacrificed reduces employee gross pay below the National Minimum Wage.

Multiple Cars

The employee can obtain more than one car providing the overall amount of salary sacrificed does not take them below National Minimum Wage.

Terms and Conditions of Employment

For the car scheme to be effective we will need to make amendments to Terms and Conditions of employment in accordance with the provisions of Section 4 of the Employment Rights Act 1996. Employees will be agreeing to these changes when they sign the vehicle order form and Employee Agreement.



New for 2026

To make charging simple and convenient, Lease Electric will soon provide employees with access to either a home charger or public charging credit as part of the EV Salary Sacrifice Scheme.

**Pod Point Solo 3s
7kW Home Charger**

OR

**4,000 miles public
charging credit**

Post launch Support

Launch day with Demonstrators

Provide seminar sessions with employees to explain the scheme and nuances of electric vehicles, portal demonstrations and the chance to sit in and drive some electric cars.

Payroll Support

We'll make it easy for your payroll team with monthly summary by employee of what to deduct from their salaries and P11D information upfront.

Employee Agreement

We provide an Employee Agreement to act as a variation to the employee's contract of employment which passes on all of the risk, responsibility and liability to the employee.

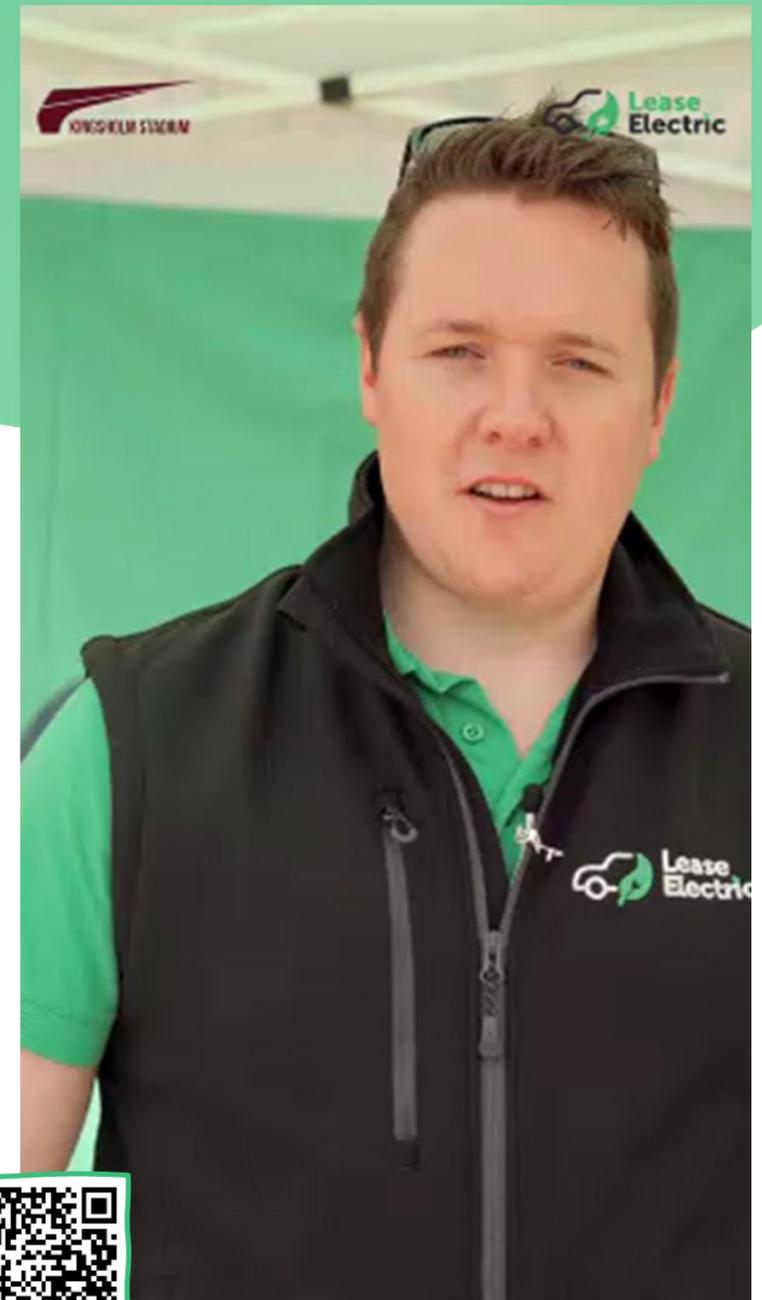
On going support for you and your employees

Access a comprehensive suite of online resources designed to help you launch your scheme with confidence. From step-by-step guides for your team to a detailed FAQ library, everything you need is at your fingertips. And if you ever need a hand, our friendly team is just a phone call away.

Invitation to Go Electric Gloucestershire

Employees are invited to attend Go Electric Gloucestershire, our annual EV showcase, to meet our team and compare a wide range of EVs side by side.

Wednesday 8th July 2026 University of Gloucestershire Business School, Oxstalls Campus



Why use Lease Electric?



We work with every mainstream vehicle manufacturer to source and supply the right vehicles for your business and your employees.



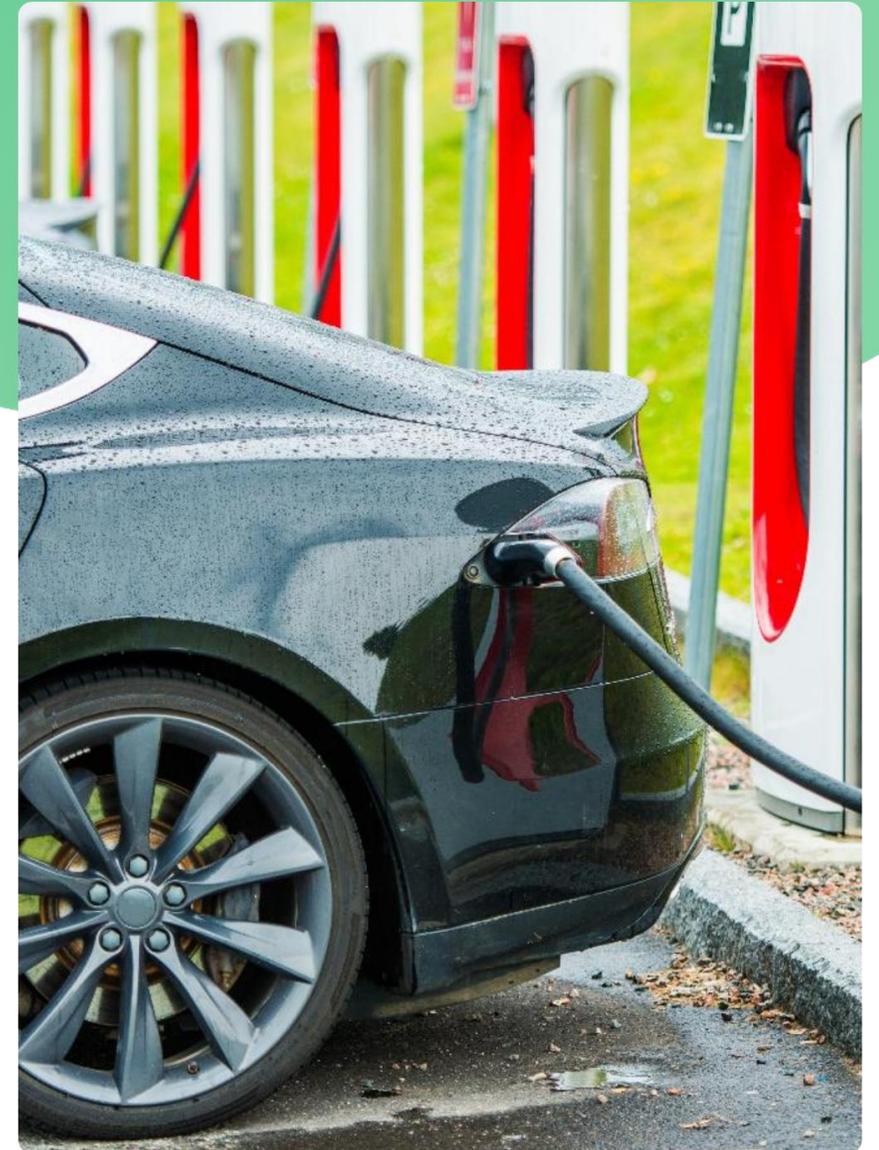
Our specialist salary sacrifice funder provides businesses with a low risk employee benefit scheme.



Should an employee leave the business mid-contract for any number of reasons, our funder offers solutions to minimise the financial risk to the employer.



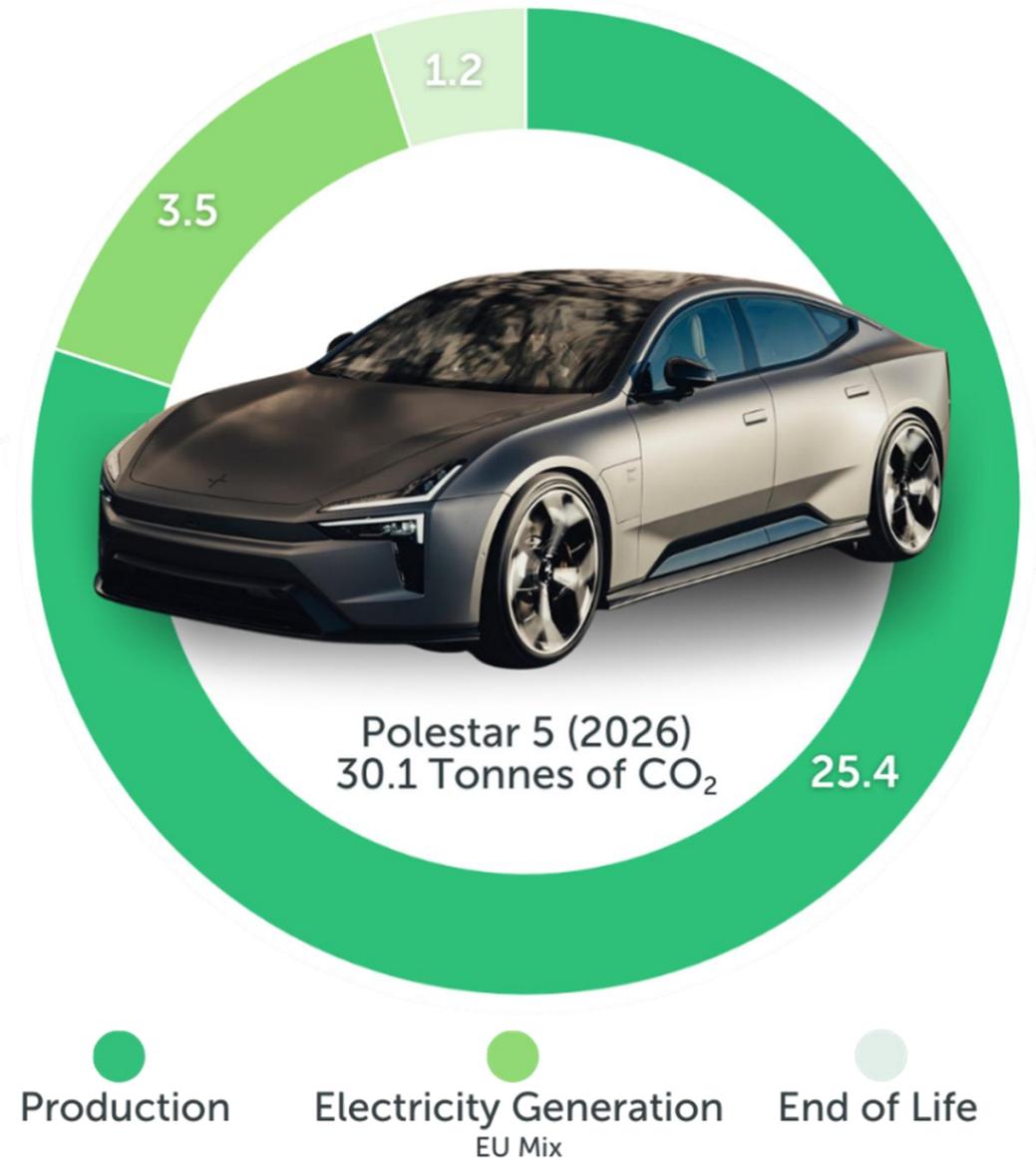
When you lease a vehicle with Lease Electric you have an even greater impact on climate change. As part of our commitment to Climate Positive Leasing, every vehicle leased with Fleet Electric contributes to the investment in carbon reduction projects (via our partners Ecologi) to compensate for the carbon created by the vehicle manufacturer.



What is Climate Positive Leasing?

The use of EVs helps to lower air pollution, improve air quality, and decrease our reliance on fossil fuels. Whilst EVs produce zero emissions, the life cycle of an EV is not emission free.

At Lease Electric, we invest in certified carbon reduction projects to offset the carbon produced by the production of an electric vehicle (25 Tonnes), we also plant 100 trees, equivalent to twice the carbon generated by charging an EV over its life time from non-renewable electricity (30 Tonnes).



Projects we have invested in

Cleaner Cookstoves in Zambia and Ghana

Rudimentary cookstoves that burn non-renewable biomass emit greenhouse gases and create harmful household air pollution, contributing to climate change and poor health. Ghana is the largest per-capita consumer of charcoal in West Africa, where it is widely used for cooking. The Toyola project in Ghana and the 3 Rocks project in Zambia address these impacts by introducing cleaner, fuel-efficient stoves. Toyola replaces charcoal stoves with insulated Toyola Coalpots, while the 3 Rocks project replaces traditional three-stone fires, reducing biomass use by up to 66%.

Avoiding Methane Emissions from Land fill in Brazil

Brazil is the world's fifth-largest waste producer, generating nearly 80 million tonnes of municipal waste annually, much of which ends up in landfills releasing methane, a potent greenhouse gas. The Macaúbas Landfill Gas Project in Minas Gerais captures and manages landfill gas through active extraction, flaring, and electricity generation. The project has reduced emissions by 102,580 tCO₂e, prevented methane release, supplied power to the grid, and created skilled jobs.

Protection of the Mataven Forest in Eastern Columbia

Colombia hosts around 10% of the world's biodiversity, but regions such as Vichada have experienced significant deforestation. The Matavén REDD+ project protects over 1.15 million hectares of tropical forest, preventing emissions while supporting sustainable livelihoods. Benefiting nearly 16,000 Indigenous people, the project provides education, healthcare, and food security, and is certified under Verra's Climate, Community and Biodiversity Standard.



Our Impact

31,710

Trees Planted

52

Projects Funded

7,309.78

tCO2e Prevented

21,929 metres

Sea ice saved

5609 long haul flights

London to San Francisco (5356 miles)

18,618,010 miles

Driven in petrol cars

Who are Lease Electric?

Lease Electric is an independent vehicle finance and leasing broker specialising in Electric Vehicles (EV) to help businesses of all sizes transition their fleets and employees to electric cars & vans.

Working directly with every mainstream vehicle manufacturer and a tailored panel of funders, Lease Electric will source and supply vehicle(s) via a funding method best suited to your business and requirements reducing Scope 1 Emissions

Funding is available for all normal business vehicle requirements such as company cars, pool cars and company vans.

Our Funders



ALPHABET



MOBILIZE
BEYOND AUTOMOTIVE



DRIVALIA

Novuna[®]
Vehicle Solutions

Santander
Consumer Finance



ayvens



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Membership



Partners

Partner **jurni**

pod POINT

Ecologi



Fleet Procure

LeaseElectric



Electric Cars & Vans
Contract Hire & Leasing
Company Cars
EV Salary Sacrifice
Fleet Consultancy



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Trending Topics



Emily Arnold

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Steve Conlay

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Stephen Conlan

Partner, Solicitor

Leading Gen Z and Multigenerational Expectations

The impact of the pandemic



Many Gen Z's started their careers during the pandemic



Caused reflection on the role of work



Less motivation to reach senior leadership positions

Mental Health

- Increased awareness around mental health
- Meaningful support
- Promote an open dialogue with employees
- Awareness of the risk of disability

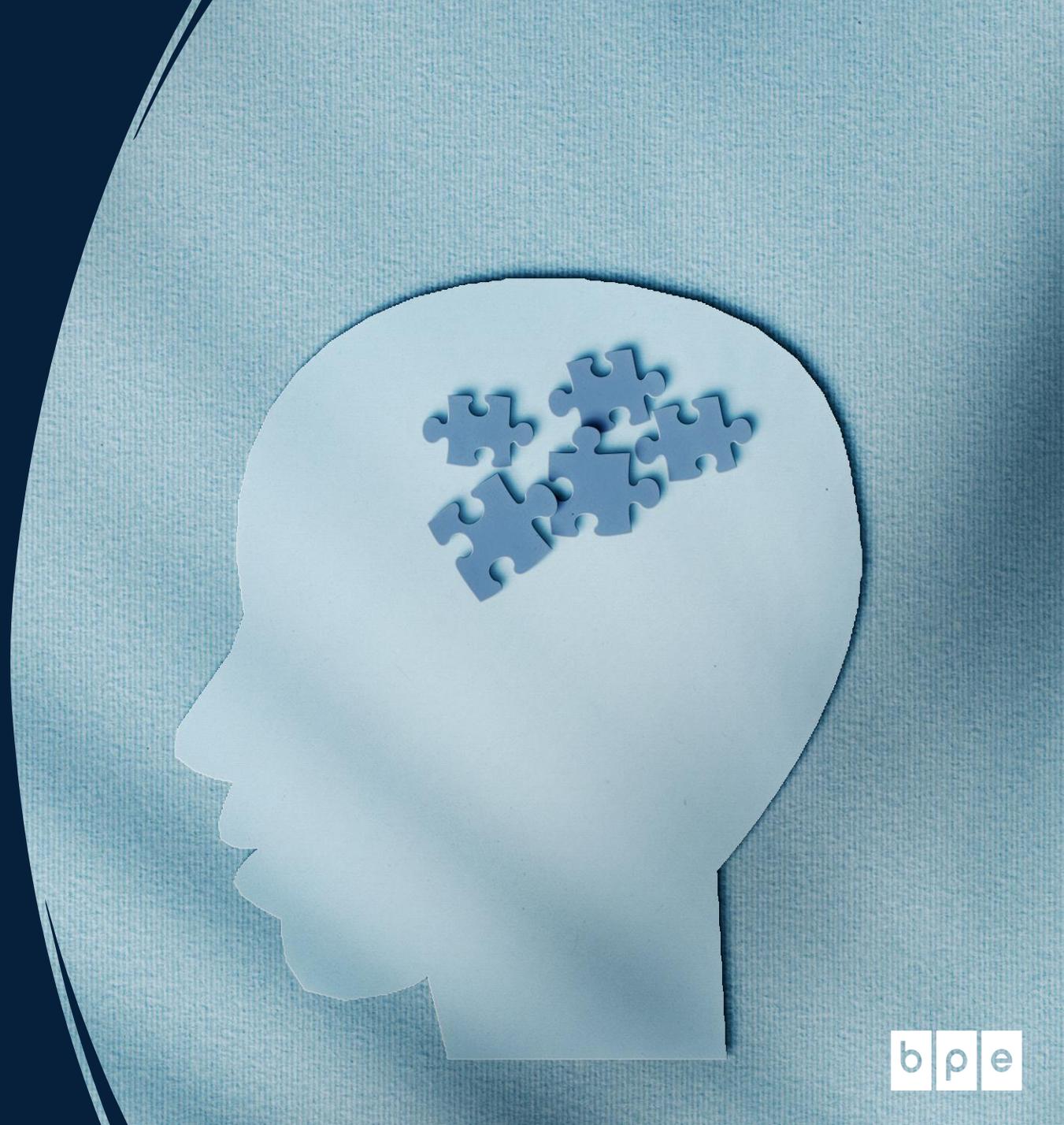


Leading Gen Z in the workplace

- Training for leadership
- Bridge the generational gap
- Embrace the changing societal norms
- Flexibility
- Work life balance



Neurodiversity



What is neurodiversity

- Neurodiversity is a term used to describe cognitive differences
- Verbal skills, working memory, visual skills and processing speed



Disability

Duty to make reasonable adjustments
at all stages of employment

Section 6 of the Equality Act 2010

Awareness of the disability or the
reasonable expectation of awareness

The recruitment process

- Inclusive hiring process
- Eye contact
- AI risks in the interview process





The interview process

- Ask all interviewees whether reasonable adjustments are required
- Providing written questions in advance
- Allowing extra preparation time
- Permitting the use of notes
- Allowing access to a companion
- Provision of auxiliary aids or services



The working environment

- Flexible working arrangements
- Reallocating duties
- Providing information in accessible formats
- Use of noise-cancelling headphones
- Positioning of working space

Performance Management, Conduct and Capability

- Risk of discrimination
- Ensure processes are fair
- Adapt the performance management process
- Seek advice from occupational health if required
- Regular reviews of adjustments



Retention of Staff



Retention of Staff

88%

**of employers are
concerned
about employee
retention**

52.9%

**of employees
held a tenure for
5 years or less**

27.4%

**of employees
commenced
work with a
different
employer**

Retention vs Restriction



Contractual obligations



Repayment clauses



Impact on wellbeing and productivity levels

Priorities for employees

**‘Workplace health and wellbeing’ –
google searches tripled**

**‘Progression at work’ - Google searches
doubled**

**‘So bored at work’ - Google searches
doubled**

**‘Jobs that pay well with no
experience’ - Google searches tripled**

**‘How to deal with a micromanaging boss’
- Google searches doubled**

Solutions for Retention

Lack of progression paths



Clear career paths

Inconsistent and unclear pay structure



Competitive and equal pay

Lack of development opportunities



Providing worthwhile upskilling and development opportunities

Inflexible working



Flexibility and hybrid working

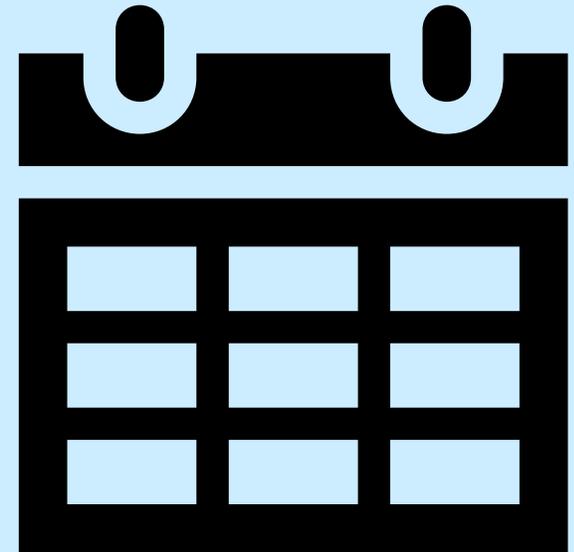
Bonus and Share Save Schemes

- Widely used to incentivise and retain staff
- Be clear on the eligibility criteria, targets and metrics
- Align employees' financial interests with the success of their employer



Unfair Dismissal

- Quiet quitting
- 6 months service from 1st January 2027
- Review of existing workforce
- Training for management



Work related stress and burnout



The Scale of the Problem 2024/2025

22.1M

Working days lost to
work-related stress,
depression
or anxiety

994,000

Employees with
Stress/depression/anxiety
related absence

£51bn

Estimated annual cost
of poor mental health
to UK employers

Working Minds

WORKING MINDS

MAKE IT ROUTINE

REACH OUT → RECOGNISE → RESPOND → REFLECT



[Work-related stress: What you need to know](#)

Understanding the impact of stress at work.



[Access free online learning](#)

Prevent work-related stress with simple, practical steps and real-world examples.



[Resources](#)

Everything you need in one place; step-by-step advice, practical tools, and downloadable templates.



[Support the campaign](#)

Download the campaign toolkit, calendar, posters and social media graphics.



Stress, depression and anxiety cause more than half of work-related ill health.

In 2024–25, an estimated 964,000 workers were affected, resulting in 22.1 million lost working days ([HSE statistics, 2024–25](#)).

You can prevent work-related stress, and as an employer, it's your legal responsibility to manage the risks.

Take action now

Preventing work-related stress is essential:

- **It's the law** – all employers must assess and manage stress through organisational risk assessments.

The Burnout Report

- **20% took time off due to poor mental health caused by stress**
- **39% among young adults (aged 18-24)**
- **Younger workers more likely to experience stress**
- **Lack of support with recovery**
- **29% of employers raise awareness of mental health but managers do not have time, training or resources to meaningfully support staff.**

Our Legal and Ethical Duties

Legal Framework

Health & Safety at Work Act 1974

Duty to protect employee health, including mental health

Management of Health & Safety at Work Regs 1999

Suitable risk assessments including stress risks

Equality Act 2010

Mental health may be a disability, reasonable adjustments

Working Time Regulations 1998

48-hour week limit; rest entitlements

HR Responsibility

- Conduct and act on stress risk assessments
- Train managers to have supportive conversations
- Create psychologically safe reporting channels
- Ensure EAP is promoted, not just purchased
- Monitor absence patterns and act on trends
- Review workload and role design proactively

What Good Looks Like



Stress Risk Assessments

Annual assessments by team, not just individual



Manager Capability

Trained to spot, support and signpost



Reasonable Adjustments

Practical adjustments, not paper exercises



Workload Governance

Regular reviews of capacity vs demand at team level



EAP That Works

Actively promoted, support people actually use

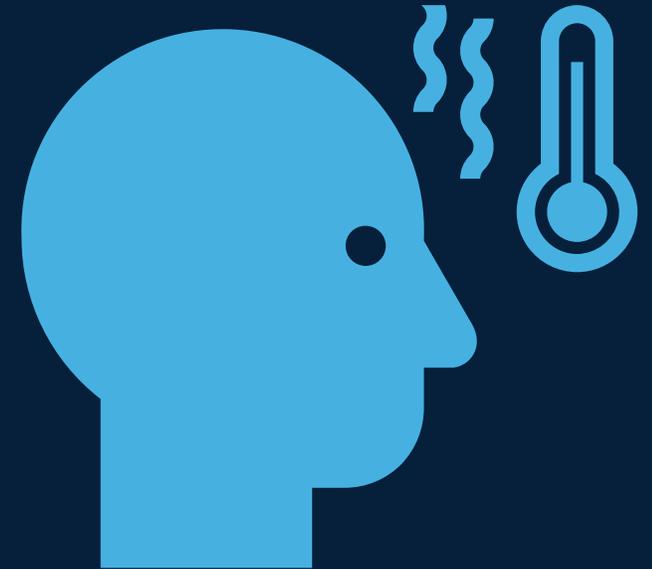


Culture

Prevention, not just reaction

Statutory Sick Pay

- Day one right from 6 April 2026
- Risk of increased short term sickness absence?
- Lower earnings limit will be removed
- Those earning less than the lower earnings limit (currently £123 a week) will become entitled to SSP at a rate of 80% of weekly earnings



Q&A Session





Thank you!



Stephen Conlan

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