Negotiating your contract

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What we will address

• Background to the issue
• Salary and benefits
• What to look out for in your employment contract – the hidden nasties
• What happens when it all goes wrong? Including discrimination and equal pay issues
• Questions
Background to the problem

• Women on boards - Davies report – 25% target for 2015 FTSE 100 Companies – March 2014 20.7% - of this, women account for 25.5% of non-executive directorships and 6.9% of executive directorships. Now 22%.

• FTSE 250 currently 15.6% - of this, women account for 19.6% of non-executive directorships and 5.3% of executive directorships
Background to the problem

• Gender pay gap 10%
• Worse at senior levels
• Bonuses male managers earn twice as much
• Drop off – pipeline is the issue
• Anecdotal evidence more men negotiate/seek advice on their employment contract
• Realising your worth
Salary and benefits

• How to negotiate your salary
• Benchmarking
• Going in high
• Your previous salary/experience
• Look at the overall package – add it up!
• What else can you negotiate on?
Salary and benefits

- Bonus
- Share options
- Pensions
- Healthcare/PHI/Life assurance
Read the contract – the hidden nasties

- Restrictions from previous employment
- Probationary period
- Duties – job description
- Directors
- Hours of work/flexibility
- Place of work
Read the contract – the hidden nasties

- Notice period
- PILONS
- Garden leave
- Confidentiality and intellectual property
- Restrictive covenants:
  - Non-competition
  - Non-dealing
  - Non-solicitation
Read the contract and the handbook

• Don’t forget the handbook

• Is the handbook contractual?

• Expenses, travel, e-mail and internet usage and other policies
What happens when it all goes wrong

- Equal pay – like work, work rated as equivalent, work of equal value
- Sex discrimination – direct and indirect
- Pregnancy/maternity discrimination
- Breach of contract
- Unfair/constructive dismissal
What happens when it all goes wrong

• Internal resolution/mediation

• Grievances

• Negotiating a “without prejudice” package

• Bringing a claim in the Employment Tribunal
QUESTIONS?