

Employment Law

Contractual and Statutory Pay

Stephen Miller • October 25th 2021

Virtual Seminar

PURSUE  EXCELLENCE

Understanding contractual and statutory pay entitlements

The employment relationship gives rise to many opportunities for conflict and misunderstanding. Pay, nevertheless, should be simple to understand and apply, and it normally is. The exceptions can, however, give rise to some of the most difficult employment problems to disentangle.

The Coronavirus Job Retention (Furlough) Scheme, not to mention the virus itself, have combined to illustrate the difficulties which can be encountered in administering pay arrangements in uncertain times.

Moreover, the recent Supreme Court judgments in the Royal Mencap Society and Uber cases have reset the rules on pay entitlements.

This session will cover contractual and statutory pay rights with a particular focus on:

- Statutory sick pay: when it applies and exceptions
- Furlough: understanding and applying government guidance and treasury directions

Review of case law

- Unlawful deduction from earnings: when can pay be withheld?

Distinguishing between avoidable and unavoidable impediments to working (and why the distinction is important)

- National Minimum Wage: what makes it so complicated?

Traps to avoid

- Sleep-in allowances: where as the Royal Mencap Society case left our understanding of payment obligations?

What further uncertainties remain in this area?

- Gig Economy Workers

What has the Uber case taught us about the payment entitlement of Gig Economy and other workers?

- How might contracts evolve in response?

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At a glance

£180+VAT; 2hrs CPD

2–4pm

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Materials

Once delegates book the event, you will receive confirmation of your attendance, and a follow-up reminder email shortly before the event.

At the event, delegates will receive a comprehensive handbook covering issues raised, including any presentation material. The handbook will be provided hard copy, and these materials will be available to purchase after the event for those unable to attend.

The event begins at 2pm. Delegate registration is open from 1:30pm

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The Speakers



**Stephen
Miller**

Stephen is accredited as a specialist in employment law and in discrimination law by The Law Society of Scotland. He advises on and represents clients in all areas of employment law from discrimination and disciplinary issues and executive exits to reorganisations, redundancies and equal pay issues.

The venue

Due to Government guidelines and COVID-19, CCPD will be delivering its seminars online, available on desktop and mobile, to ensure that our customers continue to receive the high-quality training they've come to expect.

Please get in touch if you have any questions, and we look forward to welcoming you in person before long.

Unable to attend?

If your diary precludes attendance at the event, the course materials will be available for purchase. Please contact us for more information.

CCPD Training

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