



## Employee reward and benefits news

### Shares for rights scheme must be consistent, expert warns

Employers who take up chancellor George Osborne's employee shares for rights scheme will have to ensure they are consistent with all new hires, an expert has maintained.

**Ronnie Fox, principal at solicitors Fox, said that businesses opting for the scheme will also have to consider existing employees who want to take up the [employee benefit](#).**

**"They should not pick and choose who is offered the new employee-owner contract, otherwise they risk discrimination claims," he said.**

**He noted that offering the contract only to people who have a family in a bid to stop them making flexible working requests would be discrimination.**

The chancellor is proposing a scheme in which workers will be given shares worth up to £50,000 of the company they work for. In exchange, however, they will have to give up a number of employment rights.

**Mr Fox added: "If an employer does roll out employee-owner contracts to all new employees - in return for a waiver of statutory rights, including flexible working - this could be particularly detrimental and therefore potentially indirectly discriminatory to women with childcare responsibilities, who would be prevented from making flexible working requests."**

*Thomsons Online Benefits can help you to derive real value from your employee benefits scheme, ensuring it meets your business objectives and engages employees.*