

# TOP TIPS FOR THE WORKPLACE FOR THE FUTURE

The challenge in preparing the workplace for the future lies in ensuring flexibility in the way space can be used and tailoring the environment to a changing demographic, while seeking cost efficiencies and, of course, complying with all relevant legislation.

Here are just a few points to consider which might help you when facing this challenge.

## To ensure flexibility

### Alienation

The provisions in your lease relating to how easy it is to dispose of property, or to allow third parties to occupy it, will have an important bearing on the flexibility of your space.

### Break Clauses

If your premises aren't really working for you, to be able to terminate your lease early is a real advantage.

### Alterations

The ability to freely alter the property, particularly its internal configuration, can help to make the best use of the premises you have and to adapt to the changing needs of your workforce.

## To minimise cost

### Rent & Rent Review

There is some science involved in negotiating rent review provisions in leases and this can have a material effect when it comes to reviewing your rent.

### Dilapidations

The cost of remedying breaches of lease covenants, particularly repair obligations at the end of the lease term, can often be staggering. Some carefully worded provisions and proactive advice can minimise these costs.

### Re-Gearing

Some tenants reach agreement with their landlords to reduce their rent, often in return for conceding a break right or extending the lease term (thereby increasing the tenant's longer term commitment).

### Stamp Duty Land Tax

SDLT can be another major (and non-returnable) expense when acquiring property. There are some simple transaction structures which can help here.

## To comply with the law

### Planning & Licensing

Ensuring that an appropriate planning consent is obtained, where this is needed, can help to avoid major problems. Depending on what you do in your property, you may also be required to hold certain statutory licences.

### Energy Efficiency

The law is changing in this area and this will have a significant effect on the workplace for the future. A landlord won't be able to let certain properties at all if they do not meet particular standards in terms of energy efficiency.

## Get in touch

There are a number of other statutory requirements to consider (and to comply with) when acquiring and occupying properties, and consequences to face if you don't! For further information, please contact Aimee Barrable whose details are below.



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