



Mintago

Budget Breakdown Live

HR & Finance action plan



Introducing Our panel of speakers



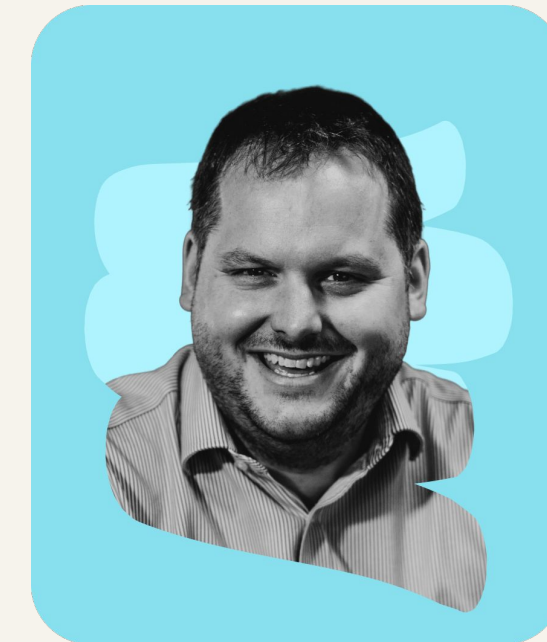
Diana Zuaiter
Head of Marketing



Bharat Siyani
VP People & Culture



Wayne Griffiths
CEO



Tim Cadbury
CFO



INTRODUCTION

What we'll be covering *today*



1

What's changing? What isn't?

2

The impact on your business
and people

3

What's next for 2027?

[Overview](#)

Budget '26

“For the working people of Britain,
for British businesses big and small.

John Healey, Chancellor of the Exchequer



Small measures aimed at many

Some short-term measures
for **cost of living relief** for
employees.

Clear disappointment around
the **limited support for
businesses.**

2026 Budget

How was the UK feeling about the Budget?

52%

of business leaders
expected the Budget to
leave businesses worse off

YouGov

44%

of the public were fearful
about how it would impact
their financial situation

Ipsos

Autumn Budget

New in this Budget

The key changes that will affect you and your employees

1. Minimum Wage goes up

Higher wage bills for employers.
More opportunity for a younger workforce.

2. Breathing space from rising costs



Lower energy bills and high street business rates

3. Additional health and family support



Parental leave and carers support

4. More future potential for employees



A First Time Buyer ISA, and cash ISAs back to £20k

5. More investment in business ventures



Ambitious about AI, owning data, and driving investment

THE PAY

1.

Workers on minimum wages will see their hourly wages rise



Minimum Wage Increases



**The NLW will
increase from
April '27,**

adding **£1,122** to the yearly
earnings of a full-time worker

NATIONAL MINIMUM WAGE

+£0.42

£10.85 → **£11.27** per hour

NATIONAL LIVING WAGE

+£0.50

£12.71 → **£13.21** per hour

Minimum Wage Increases

Minimum wage increases from April 2027

HOURLY

	Old Rates	New Rates
Apprentice + Under 18	£8.00	£8.31
Age 18–20	£10.85	£11.27
Age 21+	£12.71	£13.21

ANNUALLY

	Old Rates	New Rates
Age 21+ (40hr week)	£26,508	£27,630
Employer NIC	£3,226.20	£3,394.50

£168
more NI
pp

Employees need to earn at least

£13.91 an hour

to contribute 5% via pension salary sacrifice

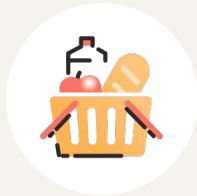
Action plan for 2027

- ☐ Apply minimum wage increases to salaries
- ☐ Assess employees to make sure salary sacrifice deductions aren't taking them below the new minimum wage
- ☐ If salary sacrifice deductions **will** take employees below NMW:
 - ▷ Adjust salaries **OR**
 - ▷ Cancel existing agreements
 - ▷ Move your employee to a non-salary sacrifice pension deduction

Minimum Wage Increases

So what?

EMPLOYEES

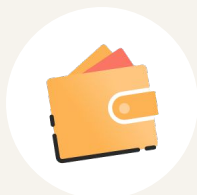


Pay rise for employees on NMW / NLW



More opportunity for the younger workforce to enter labour market (reduce unemployment)

EMPLOYERS



Higher employment costs for employers



Opportunity for employers to hire a younger workforce

EMPLOYER TIP:

Slow-down in NMW growth implies the government's intention to encourage hiring under 21s.



THE DAY-TO-DAY

**2.
Some cuts on
everyday bills
to benefit
businesses &
employees**



Helping employees to pay the bills

Energy

One-off £100 Household Energy Payment

For 20 million households in council tax bands A–D.

VAT cut on electricity extended until July 2027

That's around £50 off the energy price cap.

Food

Tariffs scrapped on 100+ food items (including baked beans and garlic)

Estimated to save households 40p a week.



Gas

No more standing charges on gas bills

A fairer system – from 2027, you pay for what you use.
23 million homes are estimated to save £45 a year.

Transport

Fuel duty 5p cut extended to July 2027

Marginal relief for commuters.

Cheaper EV charging

Reduced prices at local, low-powered chargers – saving drivers around £150 a year.

Supporting employers with daily costs

Business rate relief

Threshold increasing from £12,000 to £18,000

For retail, hospitality and leisure businesses ~70,000 businesses

Electricity bills

10,000 manufacturing businesses can claim 25% off

Check your eligibility and apply on [GOV.UK](https://www.gov.uk).

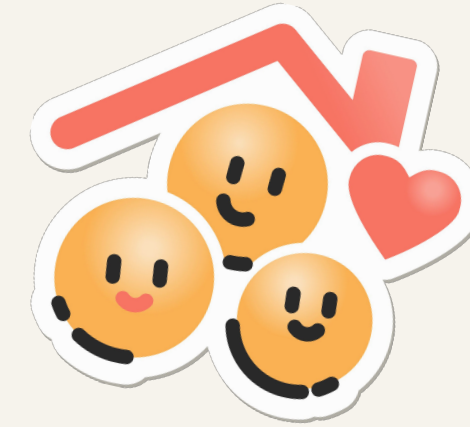
THE HOME LIFE

3.

**There'll be
more support
for parents &
carers in the
workplace**



Health and family



No more cliff edge for carers

From 2030 carers can earn above the limit without losing their full allowance.

For every £1 earned above the limit, their allowance drops by £1.

More parental leave for self-employed

A new parental allowance for self-employed fathers, partners and adopters.

Two weeks of support currently worth up to £194 a week.

Close the gender pay gap

Government said they'll act soon. Watch this space.

More details coming.

THE FINANCIAL FUTURE

**4.
Opportunity
for employees
making big
financial
decisions**



Financial support

Cash ISA changes, reversed

The £20,000 annual allowance is sticking around

Reversing last year's planned cut to £12,000.

New first time buyer ISA

Great for younger employees, saving for a deposit

Replaces the Lifetime ISA.



Pensioners shielded from tax

State pensioners with no other income will be exempt from income tax

Protecting retirees from frozen tax thresholds.

THE INVESTMENT

5.

**There'll be
greater backing
behind UK
businesses to
innovate**



Backing for growth

New relief for founders

Founders of high-growth companies pay less when they sell

Only 10% Capital Gains Tax on up to £10m of gains.



Fast tracking data centres

Priority grid connections and permission to build on-site power while they wait

But only if they invest in the local community and protect water supplies.

Hiring and keeping talent

EMI 2 from April 2027, a non-compete reform, and a skilled worker visa reform

More details to come.

So what's next?

Already on the way

Previously announced changes, soon to land on your plate

Jan 2027

**Unfair dismissal
protection at 6
months from
January**

Apr 2027

**Mandatory
payrolling for
some Benefits in
Kind from April**

Apr 2027

**Pensions
brought into
inheritance tax
from April**

Apr 2029

**Pension Salary
Sacrifice
savings capped
from 2029**

Until 2031

**Tax thresholds
remain frozen
until 2031**

BiK payrolling

Prepare for mandatory payrolling of some Benefits in Kind by April 2027

What's changing?

From 6th April, it will be mandatory to payroll these benefits:

- ▶ **Medical insurance (including dental)**
- ▶ **Company cars/vans**
- ▶ **Car/van fuel**

How can you prepare?

- ✓ Make a list of all the BiKs you offer which you'd normally report to HMRC via a P11D form.
- ✓ Make sure your payrolling software can handle real time BiK reporting.
- ✓ Communicate the changes to your employees – benefits will be visible on the payslip.

Your employer's guide – landing soon

Keep an eye on your inbox for more on how to prepare for mandatory payrolling.

Pension Salary Sacrifice

74%

of basic rate taxpayers
won't be impacted by this
change

(Pensions Age)



New cap

Contributions above **£2,000** a year will be subject to National Insurance

No immediate changes

The cap will be introduced from **April 2029**

Only pensions

Other salary sacrifice schemes remain **unaffected**

Pension Salary Sacrifice

The sooner you start, the more you save

ANNUAL EMPLOYEE SAVINGS

Average salary	2026	2027	2028	2029 (with cap)	Total over 4 years
£35,000	£14,000	£14,000	£14,000	£14,000	£56,000
£50,000	£20,000	£20,000	£20,000	£16,000	£76,000

ANNUAL EMPLOYER SAVINGS

Average salary	2026	2027	2028	2029 (with cap)	Total over 4 years
£35,000	£26,250	£26,250	£26,250	£26,250	£105,000
£50,000	£37,500	£37,500	£37,500	£30,000	£142,500

EMPLOYER SAVINGS

For every month you don't take up pension salary sacrifice, you'll miss out.

£2,200 a month

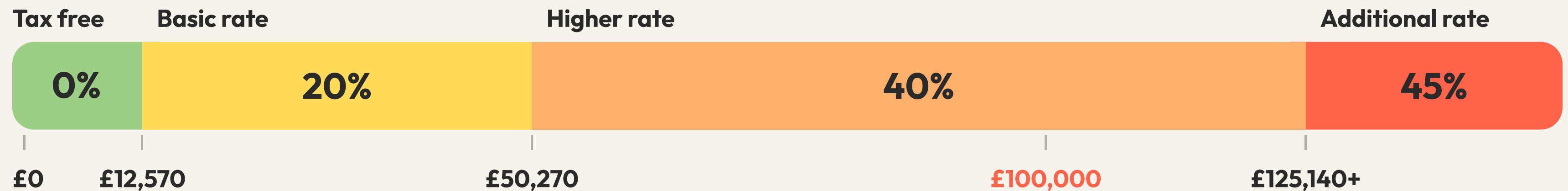
If your employees earn an average of £35k.

£3,125 a month

If your employees earn an average of £50k.

Tax thresholds remain frozen until 2031

Every pay rise costs more and buys staff less.



01 Pay rises get eaten up by tax

02 As wages increase, more income moves into higher bands

03 Salary sacrifice can help employees stay below the next threshold

The cliff edge

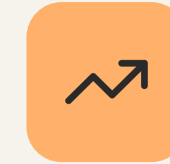
From £100,000...

- ▶ Personal allowance reduces by £1 for every £2 more they earn
- ▶ No tax-free childcare allowance

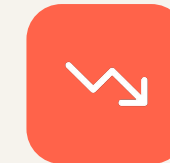
The big theme for 2027

Businesses need to find ways to **do more with less**

Employers should double down on the benefits with the highest impact



National minimum wage



Discretionary budgets

01

Get Salary Sacrifice **to save on employer NI** and create a fund for the 'people pot'

02

Make sure your benefits are inclusive, **for all life stages and tax bands**

03

Find ways to remove HR admin burden – **automate and choose the right partners**

Save MONEY TIME TALENT

One platform. **Three** kinds of savings that change *everything*.

Mintago

SAVE MONEY

**Your business saves.
Your people save more.**

- Employer NI savings
- Higher take-home pay
- Cost of living help

SAVE TIME

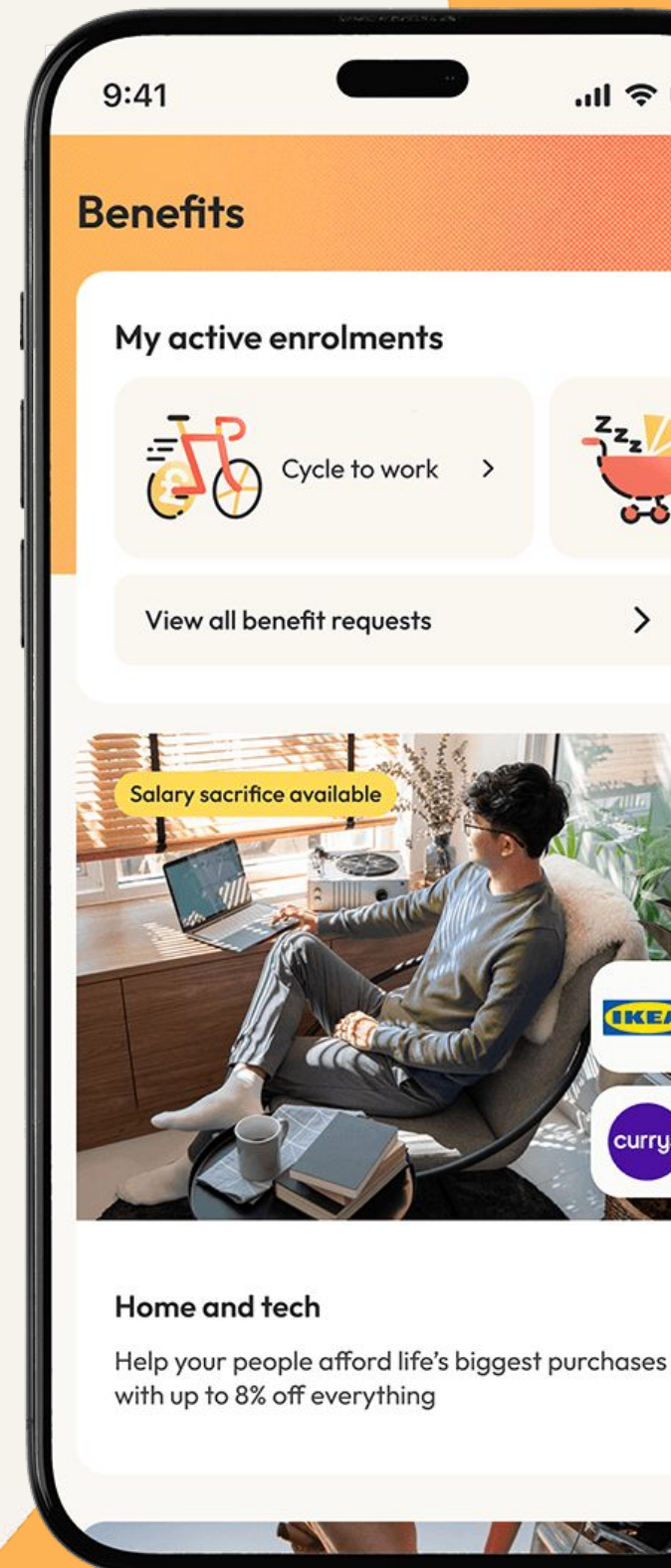
**Modernise & centralise
your benefits.**

- One login, one platform
- Reporting and engagement
- Employee queries handled

SAVE TALENT

**Attract and retain
today's best people.**

- Benefits for everyone
- Real, impactful support
- Money, health, family



Top 5 reasons companies like you choose Mintago:

1. **Cutting costs** and reclaiming National Insurance
2. **Stretching salaries** to support the cost of living
3. **Engaging and retaining** your best people
4. **Winning talent** in a competitive hiring market
5. **Saving admin hours** with one platform, not half a dozen

olio

£135,418
Employer
NI savings

“If it's bringing meaning to them, then it brings meaning to us, which is why we stay in the Mintago family.”



Thaisa Money

People and Culture Director, Olio



SESSION®

CHILLY'S

BEAUTY
PIE

Judge.me

first mile

ARMANI

anmut

Mental
Health
UK

NHS

WebMD

Everything you and your employees need, **all in one platform**

SMART SAVINGS

Stretch everyone's money

SALARY SACRIFICE

 Pension	 Childcare
 EV	 EV Charging
 Cycle to Work	 Holiday Travel
 Home & Garden	 Tech
 EcoTech	 Mobile



Retail & Grocery Discounts

Voucher codes / Coming soon

PERSONAL FINANCE

Building long-term security

	Retirement Planner
	Pension Search
	Independent Financial Advice
	Learning Hub

HEALTH & FAMILY

Help people show up

	Virtual GP		EAP
 Gym Discounts			
 Health Discounts			
 Elderlycare Support			
 Buy & Sell Annual Leave			
 Other Health Cash Plans, PMIs and more			

PLUS

COMPLETE CARE FOR EMPLOYERS

Employer NI savings



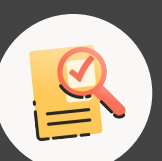
Beloved customer success team



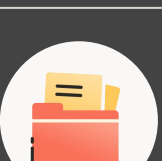
Engagement tools built-in



Reporting and insights



Benefits consolidation
(bring yours too)



Payroll support





Real savings. Better benefits. One short chat.

We'll cover:

- ▶ What you could save
- ▶ What benefits your people will use
- ▶ How it's all HMRC-friendly & a huge admin saver

[Speak to a benefits expert](#)



DISCLAIMER

This presentation, and any examples within, are for illustrative purposes only.

If you'd like to **talk to an expert**, please reach out to:

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