



Nick Hipwell

Partner

nick.hipwell@dlapiper.com

London

T: +44 207 796 6131

M: 0781 853 8938

Nick has over 20 years' experience of advising companies on the design and implementation of employee incentive arrangements, including plans relating to cash, shares and other instruments.

- Employment
- Pensions and Reward

- Advising on the design and implementation of a multiple award winning incentive plan offered to all the employees of a global technology company in over 70 countries. Nick's work included reviewing the plan's compliance with local laws, the preparation of all plan documents, liaising with the plan's administrator and the closure of a suite of existing plans. Take-up of participation in the plan by employees was far higher than market norms.
- Design and implementation of executive share plans for a FinTech company listing on the UK main market. Nick advised the company, which was new to the UK market, on the key legal issues to be aware of, the disclosure requirements and the practical operation of the plans.
- Implementation of a suite of new share plans for a multinational asset management business. The advice included compliance with the remuneration rules which apply to the sector, local laws and the preparation of a comprehensive suite of implementation documents.
- Advising on the design of executive and all employee incentive plans in a number of countries for several listed life sciences companies. Nick's advice included advice on the design of novel executive and all employee plans which took account of the commercial needs of the businesses. The rate of participation by employees in the all-employee plan was exceptionally high and it won an industry award.
- Providing share plans advice to the buyer on a multi-billion dollar acquisition in the energy sector which included a wide range of employee share plans operated in approximately 40 countries.
- Advising a privately owned business on an appropriate tax efficient incentive plan for its senior management.

Prior Experience

- 2011 - 2018 - Partner, Big 4 firm
- 1999 - 2011 - Solicitor, magic circle law firm

Education

- College of Law, Diploma in Legal Practice, 1996
- Leicester University, LLB, 1995

Memberships

- ProShare
- Share Plan Lawyers

INSIGHTS

Publications

Reward Agenda: Report of our Roundtable Discussions (October 2020 - January 2021)

1 October 2021

Our Reward Agenda report helps company secretaries and other governance professionals to keep on top of the reward agenda; and to help reward professionals as they operate within the governance framework. This report summarises our roundtables that were hosted between October 2020 and January 2021.

Australia – reforms to Employee Share Scheme rules

13 May 2021

Australia's COVID-19 'comeback' 2021-22 Federal Budget (Budget) was delivered by the Australian Treasurer, the Hon Josh Frydenberg, on 11 May 2021 and provides, amongst other things, changes to the tax treatment of Employee Share Schemes (ESS).

The Reward Agenda: March 2021 BEIS Consultation: Strengthening Malus and Clawback

26 March 2021

Our Remuneration and Incentives team have prepared the a briefing, which considers whether we should expect significant changes to market practice regarding malus and clawback in executive remuneration in light of the government's White Paper on "Restoring trust in audit and corporate governance", which was published earlier this month.

Luxembourg – new Profit Sharing Scheme, repeal of Stock Option Circular and Impatriate Regime

12 November 2020

In the on-going COVID-19 context, on 14 October, the Luxembourg Ministry of Finance disclosed several tax measures as part of the budget bill for the tax year 2021 (the Bill). The Bill aims to increase tax and social equity and contains various measures related to employee incentives.

NEWS

DLA Piper advises RPS on competitive takeover bid from Tetra Tech

27 September 2022

DLA Piper is advising RPS Group plc (RPS) on the recommended cash offer from Tetra Tech UK Holdings Limited, a wholly owned subsidiary of Tetra Tech Inc. The acquisition will result in Tetra Tech acquiring the entire issued and to be issued share capital of RPS, valuing the company at approximately £636m. The acquisition is subject to the usual regulatory conditions.

The first takeover offer for RPS, on which DLA Piper also advised, was made by WSP Global and, at the time, the RPS Directors concluded that this offer represented a full value for RPS (8 August 2022). However, the Tetra Tech offer is a material increase and represents a significantly higher cash price per share to RPS Shareholders, than that offered by WSP. Against this backdrop, the RPS Directors have carefully considered the terms of Tetra Tech's offer and have decided to recommend the cash consideration of 222 pence per RPS Share.

DLA Piper advises Flybe Ltd on aircraft, start of new operations and other matters

20 April 2022

DLA Piper is advising UK airline Flybe on aircraft leases, the start of its new operations, and general corporate work as part of Flybe's recent launch and start of flying from Birmingham, UK and Belfast, Northern Ireland.
