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GROUP

Employment

# Employment

Our Employment team supports our clients and provides expert advice to businesses across a wide range of sectors including financial services, investment management, technology and healthcare.

Our lawyers take the time to get to know the businesses and people we support. We work closely with our clients, to partner with them and understand how best to create bespoke practical and commercial solutions. We pride ourselves on always striving to add value by actively working with our clients to design practices, procedures and solutions that are tailored to their business, their strategy and their people.

We recognise that most clients want to avoid disputes with their employees. We are creative and experienced in using mediation and collaborative dispute resolution methods where appropriate to bring parties to a commercial resolution.

We also recognise that clients sometimes need a swift and strong response to protect their businesses and their key talent. We have a wide range of experience securing injunctions for clients to protect their interests and defending injunctions brought by employees and directors.

Our team has extensive experience advising on all aspects of Irish employment law, benefits, incentives and immigration. We represent clients in high value corporate transactions, complex High Court proceedings, WRC claims and complex investigations. We support a wide range of clients to design and implement best practices for their workplaces.

## Advisory Services

- Contracts of employment
- Employee handbooks
- Policies and best practice

- Working time
- Fitness and Probity matters
- Employee privacy
- Remuneration and Equal Pay;
- Health and Safety
- Part time, fixed term, casual and agency worker arrangements
- Independent contractor issues

#### Crisis Management Support

- Senior executive dismissals or terminations
- Boardroom and Shareholder disputes
- Partnership disputes
- Team moves
- Theft of confidential information
- Investigations involving a regulator
- Sexual harassment, harassment and bullying issues

#### Dispute Resolution and Mediation

- Workplace Relations Commission claims
- Circuit, High Court, Court of Appeal and Supreme Court
- Mediation
- Compromise agreements

#### Employee Benefits

We have extensive experience advising public and private companies on equity incentive arrangements. We advise clients on employee share plans, incentive schemes and remuneration issues. We regularly help our clients to design and implement share incentives as part of their corporate re-structuring.

#### Handling Change

- Collective redundancy
- Individual redundancy issues
- Consultation obligations related to business transfers
- Changes to terms and conditions and to working practices
- Harmonisation of terms and conditions
- Bonus and Incentive arrangements
- Employment law support related to corporate transactions
- Managing trade union relationships and responding to threatened or actual trade disputes

#### Immigration

We provide advice on obtaining the appropriate work permits and visas for key employees and assisting their families to secure permission to stay and work in Ireland. We have extensive experience liaising with the Irish Department of Jobs, Enterprise and Innovation to secure the following permits:

- Critical Skills Permit
- General Employment Permit
- Intra Company Transfer Permit
- Atypical Working Scheme
- Trusted Partner Scheme
- Spouse/Partner/Dependents

### Managing Risk

- Handling performance issues
- Investigations
- Disciplinary processes
- Suspensions
- Dismissals
- Absence management
- Bullying and harassment prevention
- Commercially agreed exits