



- 1 Are you up to date on recent changes in employment law?
- 2 Does your organisation follow best practice employment policy and procedure?
- 3 Have you adequate and robust disciplinary and grievance procedures in place?
- 4 Do you know how to manage incidents of occupational stress and employee absence?
- 5 Are you considering outsourcing some of your support functions?
- 6 Are you being forced by our economic circumstances to consider redundancies or other staff related costs cutting measures?

Mason Hayes+Curran – How can we help?

Mason Hayes+Curran is one of Ireland's leading business law firms with a dedicated employment law and benefits unit to assist clients in all aspects of employment law and practice.

The primary objectives of the team are to ensure that clients have robust employment policies and procedures in place to assist in the efficient day to day running of business; to guide employers through organisational and other changes which affect staff and to protect clients-interests should measures fail and decisions have to be defended in court.

Employment law is continually changing and with this brings increasing challenges for today's people managers. Legislation and case law relating to data protection, information and consultation, protective leave, minimum wage, selection for redundancy and redundancy payments are only examples of some of the recent legislation over the last few years. With fifteen lawyers dedicated to the employment law and benefits unit, employers can be sure that Mason Hayes+Curran has the knowledge and expertise to advise on best practice and all the latest changes in employment law.

The unit is frequently involved in employment litigation including unfair dismissal, redundancy and other claims before Rights Commissioners, the Equality Tribunal and Employment Appeal Tribunal. The team also represents clients in the Civil Courts in relation to wrongful dismissal cases, actions arising from bullying and harassment and injunction applications to restrain dismissal.





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Incorporating Arthur O'Hagan



Employment Law Audit

By conducting an employment law audit and by working closely with clients we have the methodologies in place to develop a benchmark from which to work from to ensure that all identified risks are identified, addressed and minimised. Our clients find the legal audit a useful process to take stock of current employment practices and as a starting point from which to develop best practice employment policies and procedures.

Best Practice Employment Policies and Procedures

With so many changes to the law, the potential pitfalls for an employer are increasing day by day. This can often create a burden for people managers who may have conflicting priorities and may be unable to stay in touch with all of the recent changes in the law. By working with and advising on legislation and case law on a daily basis, the employment law unit has the expertise to provide clients with up to date advice at all times. We also we frequently organise in-house seminars and training programmes to educate clients in respect of developments in employment law and its day to day application.

Dispute Resolution

Whilst disputes invariably happen, we find that by understanding our clients' business and by entering into dialogue at an early stage that disputes can often be resolved without resorting to legal proceedings. This can minimise costs for clients and reduce any adverse publicity that may result from the legal process.

However sometimes it is necessary to resort to legal proceedings to resolve a particular issue. As one of Ireland's leading litigation practices you can be assured that we have the expertise to represent your best interests at all times.

A distinguishing feature of MH+C's employment law team is that all of the team's lawyers practice both non-contentious and contentious employment law. Being involved in all aspects of the employment relationship, from drafting the disciplinary procedure, through advising on disciplinary action, to ultimately defending an unfair dismissal action, gives our lawyers a well rounded and commercial view of the everyday issues faced by employers.

Employment in Education + Healthcare

Within the team there is a specialisation in advising education and healthcare providers on all workplace legal issues, both contentious and non-contentious. We provide legal services to a wide range of educational institutions, in both the primary, secondary and third levels. We also advise extensively in the healthcare sector, advising HR Departments in a number of large voluntary hospitals.

Corporate Support

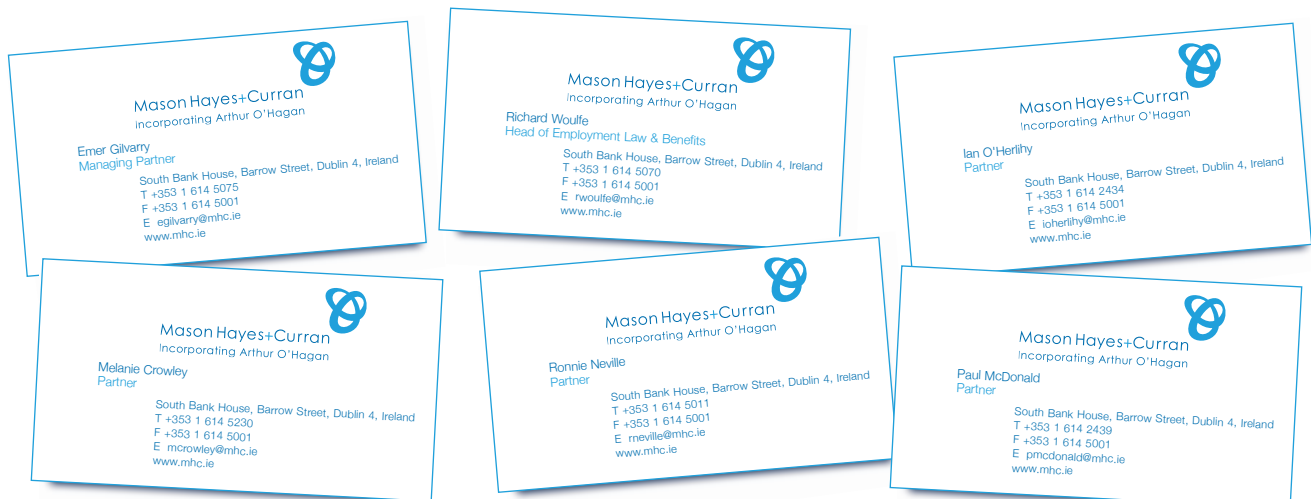
The employment law team regularly provides support to the firm's corporate team in transactional mergers and acquisitions. Often this involves in depth due diligence exercises, compliance reviews, employee consultation exercises, employee-related indemnities and warranties and advising on the applicability of TUPE regulations. The TUPE regulations also feature quite heavily in the team's advice on corporate restructurings and outsourcings.

Conclusion

Faced with the challenges of the ever-changing employment law landscape, the rigours of day-to-day business and an increasingly litigious workforce, clients welcome our proactive, results-orientated approach to employment law matters.

By working closely with our clients from the beginning, we aim to minimise the risks and develop best practice employment procedures. Should all other attempts fail, however, and legal proceedings are issued, you can be assured that we are experienced in representing our clients on all contentious aspects of employment law.

Should you wish to discuss any aspect of the employment law unit please do not hesitate to contact us.



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