

Employment

Our combined experience gives us a unique understanding of the challenges faced by employers in all sectors and industries. We provide a tailored approach to meet the individual needs of each client. We empower employers to confidently make the right decisions. Employers rely on our comprehensive and integrated service offering.

We provide commercial and strategic advice on all workplace issues from recruitment to retirement. Our clients include leading domestic and multinational corporations. We also have a deep understanding of the legal and constitutional issues faced by government and public sector bodies.

Our Expertise

- Employment contracts, policies and procedures
- High Court litigation and injunctions
- Unfair dismissals
- Equality
- Business immigration and permits
- Industrial relations
- Re-organisations and redundancies
- TUPE and outsourcing
- Whistleblowing/Protected disclosures
- Protective leave
- Atypical working arrangements
- Bullying and harassment
- Absence management
- Investigations, disciplinary action and mediation



Our Experience

Our highlight deals include:

- Defending a large financial institution in a High Court injunction on the suspension of an employee
- Advising a major multinational company on the implementation of large scale redundancies following a high-profile merger
- Advising a global public food company during High Court proceedings to stop picketing
- Advising on the first protected disclosure injunction case in Ireland
- Stopping employees engaged in unfair competition with their employer

About Us

We are a business law firm with 90 partners and offices in Dublin, London, New York and San Francisco.

Our advice comes from our renowned expertise, honed by our practical experience. We tailor our advice to our clients' business and strategic objectives, giving them clear recommendations.

Our working style is versatile and collaborative, creating a shared perspective with clients so that legal solutions are developed together. Our service is award-winning and innovative. This approach is how we make a valuable and practical contribution to each client's objectives.

Our Team



Melanie Crowley

Partner, Head of Employment

+353 1 614 5230

mcrowley@mhc.ie



Ger Connolly

Partner

+353 1 614 2409

gconnolly@mhc.ie



Ian O'Herlihy

Chair of Employment

+ 353 1 614 2434

ioherlihy@mhc.ie



Paul Rochford

Partner

+353 1 614 5289

prochford@mhc.ie



Ronnie Neville

Partner

+353 1 614 5011

rneville@mhc.ie



Liam Riordan

Partner

+353 1 614 2413

lriordan@mhc.ie



Elizabeth Ryan

Partner

+353 1 614 5283

eryan@mhc.ie

Our Employment Team

“exceptionally well-qualified lawyers who are very approachable and available.”

Chambers & Partners, 2019