

Employment Law & Benefits

Overview

We understand that employment law has a profound impact on our clients and their operations on a daily basis. That's why each and every one of our team practices solely in the area of employment law. Our clients benefit not only from the service of individual lawyers, but from the availability of the combined knowledge and experience of a team renowned for its strength-in-depth across all workplace legal issues.

We have the largest specialist team in Ireland, with 18 dedicated lawyers dealing with a range of employment related legal issues. Our team advises on all aspects of employment law including recruitment, terms and conditions, absence, performance management, rationalisation, re-organisation and pensions.

We represent and advise clients in the public and private sectors on all aspects of workplace legal issues, both contentious and non-contentious in nature.

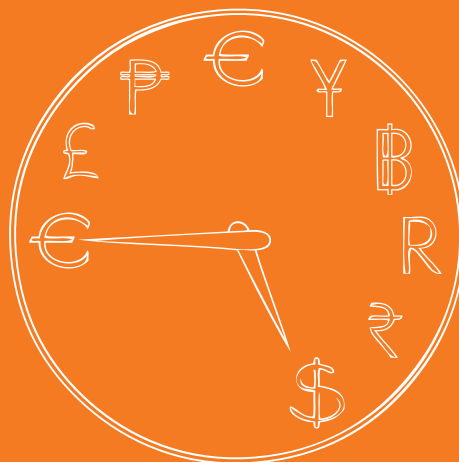
*Dublin, London
& New York*

Non-Contentious Employment Law

Our team is a market leader in assisting clients with all aspects of the employment relationship. We also advise on employee incentive schemes, health and safety, industrial relations and general workplace issues. This includes advising on the management of competency concerns, performance appraisals, the management of employee absences, internal grievances, complaints of bullying and harassment and disciplinary processes.

We frequently assist employers with all manner of rationalisation, reorganisation and redundancy exercises. We also have significant experience in negotiating and managing difficult exits.

- Drafting employment contracts and HR policies and procedures
- Reviewing and auditing policies and procedures of clients
- Advising on the handling of investigation and disciplinary procedures and matters arising from termination of the employment contract
- Advising on industrial relations matters including negotiations with unions
- Proactively advising employers in anticipation of employment law issues arising from the implementation of new legislation
- Assisting on work-related immigration issues



Contentious Employment Law

All the members of our team are experienced litigators in all aspects of employment law from equality issues to industrial relations disputes.

Our dedicated approach is reflected by our consistent retention to deal with contentious issues and we have been involved in countless precedent setting cases.

- Representing employers and employees in claims before the Rights Commissioners, the Employment Appeals Tribunal, the Labour Court, the Equality Tribunal and the Civil Courts
- Conducting and defending injunction applications to restrain dismissals and unlawful industrial action
- Conducting and defending breach of contract claims and restrictive covenant litigation

Pensions

Our specialised Pensions team advises employers, trustees, pension product/service providers and individuals in relation to every aspect of pensions and related law and all relevant pensions regulatory requirements. Our team provides pensions advisory, contentious and corporate transactional legal services.

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Chambers Europe Awards for Excellence 2014

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We regularly advise employers and trustees in relation to their duties and responsibilities under pension documentation, pensions and related legislation/regulation and trust law generally. Additionally, pensions litigation services are provided by a pensions and litigation specialist.

What others say about us...

Employment

'The team has great technical ability and is able to develop a strategy of how best to go about the issue and deal with the situation.'

Chambers & Partners Europe, 2014

Employment

Has niche strength advising employers.

Legal 500, 2014