



Matheson

Employment, Pensions and Benefits

“ Highly experienced, responsive and proactive: there is an astute commercial realism to their advice ”

Chambers Europe

The primary focus of Matheson is to serve the Irish legal needs of internationally focused companies and financial institutions doing business in and from Ireland. Our clients include the majority of the Fortune 100 companies. We also advise 7 of the top 10 global technology brands and over half of the world's 50 largest banks. We are headquartered in Dublin and also have offices in London, New York and Palo Alto. More than 600 people work across our four offices, including 74 partners and tax principals and over 350 legal and tax professionals.

Our Employment, Pensions and Benefits Group provides legal advice on all aspects of the employment relationship, including pension schemes and employee benefits. Our specialist lawyers provide both contentious and non-contentious advice, and advise on all Irish and European legislation relating to or affecting the employment relationship. The Group is recognised as one of the leading such groups in any law firm in Ireland advising a wide variety of international employers and financial institutions, with particular experience in advising international companies on their Irish employment law requirements. We understand that the employment relationship can be one of the most challenging and complex relationships to manage. We provide commercial, concise and timely advice directed at identifying the simplest and most cost effective method of achieving our clients' objectives.

The Group runs a podcast series on the latest developments in Irish employment law, available at www.matheson.com/employment-law-podcast. The podcasts are presented by Bryan Dunne and are aimed at HR practitioners, employment lawyers, in-house counsel and employers.

Our areas of expertise include

- **Mergers, Acquisitions and Transfers of Undertakings** Employment and pensions aspects of mergers and acquisitions or other business transfers. We advise on compliance with the transfer of undertakings regulations, working closely with other practice groups within the firm.
- **Inward Investment and Start Up Operations** All employment aspects of establishing operations in Ireland, including corporate immigration, employment contracts, senior executive international secondment agreements, policies and procedures and client orientation training on Irish employment law.
- **Contractual Issues** The drafting of employment, consultancy and severance agreements, as well as on the enforceability of post termination restrictions.
- **Health and Safety** All aspects of health and safety including compliance with health and safety legislation and claims for bullying and / or stress at work.
- **Pensions Disputes** Disputes relating to pension schemes. We act as specialist advisers to the trustees of a number of pension schemes for the purposes of their internal disputes procedures and are currently engaged in a number of proceedings before the High Court.
- **Grievance, Disciplinary and Internal Investigations** All stages of grievance and disciplinary processes, and on the drafting of appropriate policies. We also advise on and assist with internal investigations of misconduct or bullying and harassment.
- **Corporate Immigration and Employment Permits** Obtaining employment permits for non-EEA nationals at every level and advising on international employment and secondment.
- **Industrial Relations** Industrial relations disputes and trade union matters generally, as well as on compliance with information and consultation obligations.
- **Reorganisation of Pension Schemes** The reorganisation of existing pension arrangements including changing from defined benefit to defined contribution arrangements and winding-up of existing arrangements. We also advise on the establishment of EU cross-border pension schemes.
- **Termination and Redundancy** All aspects of the termination of the employment relationship, as well as in matters before the Courts and Tribunals for wrongful and unfair dismissal. We advise in both collective and individual redundancy situations.
- **Equality Issues** Contentious and non-contentious matters relating to the Employment Equality Acts, including the drafting of equal opportunities and harassment policies, and defence of claims before the Equality Tribunal.
- **Share Schemes** The establishment of employee share option plans and in relation to all aspects of the establishment of Revenue approved employee share ownership plans.
- **Pensions Documentation and Regulatory Compliance** Drafting trust documentation for defined contribution / defined benefit pension schemes, drafting of explanatory booklets, obtaining of Revenue approval and Pensions Board registration. We also advise on all aspects of pension scheme regulatory compliance.

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