

LAVELLE COLEMAN

Employment Law

Client focused advice





About Lavelle Coleman

Lavelle Coleman is one of Ireland's leading commercial law firms. We have earned a solid reputation for professionalism and client service. Our reputation is based on proven professional skills, a thorough understanding of client requirements, sound judgment and a practical approach to resolving problems.

Lavelle Coleman offers a full legal service to both businesses and individuals.

Our overall objective is to provide our clients with:

- An excellent service
- Timely, responsive and accessible advice
- Value for money

Recommendations

"Lavelle Coleman provides personal, knowledgeable and supportive service."

European Legal 500: 2010 edition

"Clients highlight Lavelle Coleman as an 'integral service provider to our organisation' and say, 'they offer so much more than just legal service'."

European Legal 500: 2009 edition

About the Employment Law Group

Lavelle Coleman's dedicated Employment Law Group provides expert legal advice on all aspects of the employment relationship.

Employers of all sizes require specialist and practical legal advice and guidance on a range of issues, which come under the employment law heading. Lavelle Coleman has an experienced professional team of lawyers, with expertise in all areas of Employment and Labour law. We believe it is essential for businesses to have the correct contractual and policy documents in place, to ensure that employers fulfill their statutory and other obligations, with a view to achieving a safe, effective and legally-compliant workplace.

We represent clients in cases before the Labour Court, the Labour Relations Commission, the Employment Appeals Tribunal (EAT) and the Equality Tribunal.

We advise clients on all aspects of employment law and human resources, drafting and reviewing employment contracts and putting relevant procedures in place, such as disciplinary, grievance, dignity in the workplace and health & safety.

The Group advises on pension law from a consultative and compliance point of view.

We also advise clients on industrial relations, including collective redundancies, redundancy and severance packages. In these economically challenged times, most employers are looking at ways of reorganising their businesses on a sound economic footing. We believe that a properly planned and managed redundancy process can be constructive, rather than destructive. Employers are increasingly seeking our assistance in relation to alternatives to redundancy, including pay-cuts, layoffs, short-time and leave of absence. These developments have resulted in new and challenging legal considerations.

Recent Experience

- **Contractual Issues**
Drafting of employment, consultancy and severance agreements
- **Drafting and reviewing policy documentation**
- **Grievance, Disciplinary and Internal Investigation**
Advising on all stages of internal processes and drafting of appropriate policies
- **Termination and Redundancy**
Advising on legal issues surrounding termination of employment and redundancy and related packages
- **Changes to terms and conditions including pay-cuts**
- **Employment Appeals Tribunal**
Representing employers and employees in claims before the Employment Appeals Tribunal and the Labour Court
- **Equality Issues**
Advising on all aspects of the Employment Equality Acts, drafting of equal opportunities and stress and bullying and harassment policies and representation in claims before the Equality Tribunal
- **Pensions**
Advising on the establishment and restructuring of pension plans and related ongoing advice and documentation



Meet the team

The Employment Law Group is headed by Marc Fitzgibbon, Partner who is a member of the European Employment Lawyers Association and a former member of the Law Society of Ireland's Employment and Equality Law Committee.



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