



Labour Law & Immigration

Working within the law to achieve your business objectives

Compliance with employment legislation while maintaining flexibility to ensure your employees are adding value to your business is achievable with KPMG

KPMG Legal Services offers practical legal advice on all aspects of employment law; from offers of employment and permission to work in Ireland, to what to do when the employment relationship breaks down.

The Corporate Immigration and Employment Law team forms part of a multidisciplinary team within KPMG, including professionals who are experienced in employee share incentive schemes and tax professionals who advise on a broad range of employee related taxation, global mobility and social security issues. We provide legal advice

on all Irish and European legislation relating to or affecting the employment relationship.

As part of an international employment law and immigration network, the team is able to respond quickly to clients' needs on a global basis. This allows us to assist with the management of the human resource aspects of domestic and international restructuring and with downsizing projects. We also undertake employment and immigration law audits where we identify potential exposures for your business and provide solutions to ensure compliance.

The working relationship

The Beginning	The Middle	The End
<p>Recruitment & Selection – guidance on how to avoid potentially discriminatory practices</p> <p>Immigration Issues – compliance with employment permits legislation - making the appropriate visa and employment permit applications</p> <p>Offer Letters & Contracts of Employment – drafting to ensure compliance and flexibility</p> <p>Employment Handbook/ Policies – up to date policies tailored to fit the needs of your business</p> <p>Record Keeping – to ensure employment law and data protection compliance</p>	<p>Grievance & Disciplinary Matters – assistance in navigating these processes and avoiding the pitfalls</p> <p>Managing Performance – best practice guidance for managing your staff</p> <p>Whistleblowing – how to react to disclosures of potential wrongdoing</p> <p>Working Time & Protective Leave – policies and advice to ensure compliance with legislation</p> <p>Managing Long-term Absence – how to ensure your employees work with you</p> <p>Bullying & Harassment – how to conduct investigations and avoid the pitfalls</p> <p>Identifying Potential Exposures – assessing risk areas through legal audits</p>	<p>Dismissals – dealing with difficult decisions and how best to avoid claims</p> <p>Redundancy & Collective Redundancy – from communication, to selection, to redundancy payments - how best to do it</p> <p>Transfer of Undertakings – ensuring employment law compliance in M&A transactions and corporate re-organisations</p> <p>Exit Arrangements & Retirement – advice on appropriate approaches to best avoid claims</p> <p>Claims – advising clients on claims before the Workplace Relations Commission and the Labour Court</p>

We recommend measures which are designed to help minimise exposure in this complex and litigious area

How we can help:

The relationship of employer and employee is personal and is something that should be managed carefully. What should be a rewarding venture for both parties, can result in personal, lengthy, and expensive conflicts. The compliance burden is building on employers in such areas as data retention, contractual hours of work and safeguarding employees' wellness at work.

We can assist you in managing your talent and all aspects of your HR function to ensure compliance and the smooth operation of your business.

Our advice is tailored to best suit your business:

- We work with you to ensure you are compliant
- We give practical, reliable and timely advice
- We identify exposures and minimise the risk of employee claims

Contact us

For more information on how KPMG can help your business please contact:



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Produced by: KPMG's Creative Services. Publication Date: April 2019. (5063)