

LINEE LAWYERS INTERNATIONAL NETWORK FOR EMPLOYEES AND EXECUTIVES

HAYES SOLICITORS - WHO WE ARE AND WHAT WE DO?

Hayes has a committed, energetic and specialist legal team which provides a comprehensive range of employment law services to clients on the international and domestic stage. It has developed particular expertise and a strong reputation advising Senior Executives, Company Directors, shareholders and partners on all aspects of employment law in a strategic manner. The team is recognised as experts in international publications including Legal 500, Chambers and Plc Which Lawyer? Hayes Solicitors was established in 1840, making it one of the longest standing firms in Ireland.

Our Employment Law Department at Hayes Solicitors has extensive cross-jurisdictional experience advising, senior executives and employees in all types of contentious and non-contentious employment issues. The Employment Law Team also provides in-house training and seminars to clients. Hayes is widely acknowledged as having one of the foremost employment law teams in Ireland. Our Head of Department Carol Fawsitt founded and chairs the Employment Law Association of Ireland (ELAI) and has been involved in some of the State's leading reported cases for employees.

The Employment Law team also advises multinational and indigenous corporations, semi-state companies, public bodies, SMEs, charities, trade unions, staff associations and management associations on all aspects of the employment relationship.

Our expertise ranges from advising on the employment consequences arising from TUPE, commercial leases and redundancy situations, advising and negotiating Compromise Agreements and devising exit strategies, negotiating employment and consultancy contracts, advising on secondments, mobile working, whistleblowing, sex-discrimination, complaints of bullying and harassment, disciplinary issues and other grievances. Our Employment Law team devises strategies and solutions to resolve workplace difficulties for clients with a strong emphasis on cost effectiveness, outcome and efficiency.

Why seek advice from a Lawyer in Ireland?

In today's busy world with many companies and employees working across different jurisdictions, we recognise that clients require advice over a wide range of topics from their base in Ireland. See below for examples of work we do:

Recruitment

Interviews, selection, equality of access to employment and references.

Contracts

Whether a contract of employment, consultancy agreements, contracts for service, and secondments are governed by Irish law and to what extent.

Restructures

All types of restructures and reorganisation, lay-off, short-time and redundancies, payment of wages, bonuses and the application of TUPE.

Litigation

Breach of contract, injunction, judicial reviews, restrictive covenants in operation, shareholders disputes and whistleblowing.

Employment Law in Ireland

Employees and Senior Executives in Ireland are afforded an array of employment rights which are prescribed by legislation. These rights may be supplementary to the rights of employees seconded from outside of Ireland, and who are working here. Employees are entitled to refer complaints of disputes, grievances and unfair dismissals to a number of bodies and Tribunals such as the Rights Commissioner and the Employment Appeals Tribunal. The Equality Tribunal deals with claims falling under equality legislation such as discriminatory treatment, dismissal and victimisation in the workplace.

Major reforms of the existing employment rights institutions were initiated in 2011 which continue to be implemented in 2013. This reform has arisen because of inter alia, the multiplicity of adjudicating bodies dealing with employment rights disputes and the long delays in scheduling hearings. This reform has led to the establishment of a consolidated body for adjudicating disputes at first instance, called the Workplace Relations Commission. The Labour Court will become the single appellate body for all workplace relations appeals. It is envisaged that these reforms will significantly reduce delays, provide for a more cost effective means of redress for aggrieved employees, and reduce the range of bodies dealing with employment disputes which assists both employers and employees.

MEET THE TEAM

Our team of solicitors is highly experienced in dealing with cross jurisdictional employment law issues and providing services to international clients. The contact person is Davnet O'Driscoll email: dodriscoll@hayes-solicitors.ie Tel. 01 662 4747. For further information, please see the profiles of the team at www.hayes-solicitors.ie etc.

Carol Fawsitt

Breda O'Malley

Davnet O'Driscoll

Anne Lyne

Nuala Clayton

Recent Examples of Hayes Solicitors' Work with overseas clients:-

Hayes Solicitors recently successfully resisted an application to appoint a Receiver and Manager over the assets of a dissolved Solicitors' Partnership.

We advise various clients in relation to the transfer of sensitive personal data transnationally.

We recently represented a Chief Legal Counsel in an internal investigation in a multinational business. We have acted in a number of recent high profile disputes in relation to the enforcement of restrictive covenants and enforcement of confidentiality protection for clients.

We represented a Director and Shareholder of a UK plc, where the Irish subsidiary was being wound-up. We regularly advise and represent employees and Senior Executives of multi-national companies in banking and financial services.

Other Legal Areas where we can help you

Hayes Solicitors are also highly experienced in advising International Executives and employees in the areas of-:

[Banking](#)

[Commercial and Business](#)

[Family](#)

[Healthcare](#)

[Litigation and Dispute Resolution](#)

[Media](#)

[Private Client](#)

[Property](#)

LINEE Network

Hayes Solicitors are a part of the Lawyers International Network for Employers and Employees (Linee). This network has been set up for firms internationally who have expertise in advising Executives, high net worth persons and other employees.

Contact us to talk about your employment issue with one of our expert Employment Law Team.

Please contact: Davnet O'Driscoll
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For further information and a list of partners, visit www.hayes-solicitors.ie