

Bird & Bird

Delivering First Class International HR Services

Our employment and labour law capabilities



About Bird & Bird

Bird & Bird is an international legal practice with over 1,100 lawyers and legal practitioners worldwide connecting our passion and practical insight with our clients' vision, to achieve real commercial advantage.

We specialise in combining leading-edge expertise across a full range of legal services including advice on outsourcing, commercial, corporate, EU and competition, dispute resolution, employment, finance and real estate matters.

We are internationally recognised for our legal expertise across key industry sectors including aviation & aerospace, healthcare, communications, electronics, energy & utilities, financial services, information technology, food & beverage, life sciences, media and sports.

An international network

We are strategically well placed to offer local expertise within a global context, within 28 offices in key business centres across Europe, the Middle East and Asia Pacific. We also have a dedicated group focusing on India and close ties with firms in other key jurisdictions such as the United States and in Europe, the Middle East, Asia Pacific where we do not already have a Bird & Bird presence. We also have dedicated groups focussing on Africa, India, Japan and Russia.

As an international firm we excel in providing global advice. Our lawyers deliver expertise based on our in depth local knowledge, excellent understanding of the law and cross-border experience.

We apply a one firm approach to meeting the needs of our clients and work collaboratively across our extensive network of offices.



Our Offices: Aarhus, Abu Dhabi, Beijing, Bratislava, Brussels, Budapest, Copenhagen, Dubai, Düsseldorf, Frankfurt, The Hague, Hamburg, Helsinki, Hong Kong, London, Luxembourg, Lyon, Madrid, Milan, Munich, Paris, Prague, Rome, Shanghai, Singapore, Stockholm, Sydney, Warsaw

International HR Services

Our aim is to provide clients with an international HR service encompassing Employment, Business Immigration and Employee Incentives & Benefits in an efficient and cost-effective manner.

It is our belief that multinational companies have an increasing desire to have just one point of contact to co-ordinate all of their international HR requirements.

How do we operate?

One of our key strengths is our enthusiastic, flexible and practical approach. We recognise that good HR advice rarely involves telling the client that "they must do X", or "they must not do Y". Often there is a range of options to consider and a different risk level associated with each. We see our role as working with the client to identify available options and risks in order to find solutions which meet their business objectives.

Our approach is strongly commercial, enabling our clients to capitalise on business opportunities and manage change effectively. We are always practical in our approach and recognise the importance of making sure our clients are kept abreast of developments in the law.

A further strength is our ability to provide a cost-effective service. We aim to provide a level of support which is tailored to a client's requirements on any particular job.

As regards flexibility, we are always happy for a client to set the level of involvement that it requires from us. For example, we are always happy, and indeed expect, to be called at short notice to review a letter, answer a general employment query or talk through a tactical approach to a particular problem. We are equally happy to take over full day-to-day management of a case or a project, reporting progress and discussing strategy as required.



Our expertise

Our International HR Services Group offers domestic and international employment advice throughout our network of offices in Europe, the Middle East and Asia Pacific.

Working with both large and small corporations and individuals throughout the private and public sectors, we offer clients a comprehensive range of legal advice across the full spectrum of contentious and non-contentious employment law. Each of our offices are staffed with employment lawyers enabling us to provide advice on national employment legislation in addition to international employment directives.

In addition to the expertise contained within our own offices, we have developed tried and tested relationships with law firms in a large number of jurisdictions including the United States.

Our key areas of advice include:



Restructuring

We advise regularly in connection with both national and international restructuring projects, including the implementation of collective redundancy programmes and the harmonisation of terms and conditions of employment as well as advising in connection with consultation with Works Councils and Trade Unions.



Equality and diversity

In addition to dealing with all forms of litigation arising from equality and diversity issues, we have significant expertise in providing critical advice to clients on non-contentious in-house matters, with a view to avoiding future litigation. Our Group advises on the creation and implementation of thorough and robust internal policies and effective equal opportunities monitoring, all of which will significantly help to reduce the risk of litigation.



Outsourcing

We are well recognised for our expertise in this area and have acted on a wide range of transactions involving the outsourcing of non-core businesses. We have advised on numerous transactions on behalf of both users and service providers.



Business immigration

We recognise the importance of ensuring that key staff must be able to relocate from country to country at short notice. Our Group handles all types of business immigration issues and offers full support to clients to ensure that visas and other immigration permits are obtained with minimal disruption.



Conduct and resolution of claims

We have extensive experience of dealing with all types of claims in the courts and tribunals. We regularly deal with high value breach of contract claims. Our Group always ensures that litigation is conducted efficiently and with appropriate commercial sensitivity.



Employee incentives and benefits

We advise on all forms of compensation delivered to employees, executives or consultants, whether in the form of cash, stock based compensation or other forms of remuneration, incentive or benefit. We also advise on transaction related issues and have extensive experience dealing with tax and social security planning for mobile employees and their employers.



Senior-level appointments

We regularly advise listed companies on board level issues including the appointment and removal of directors. We take full account of corporate governance requirements and the need for sensitivity and pragmatism when developing an effective strategy to ensure a smooth board level transition.



Policies, practice and in-house documentation

We advise on strategic issues, such as the impact of forthcoming legislation and new case law. By agreement, we will join a client's internal HR team meetings to review the impact that these issues will have on policy and practice. We also prepare and negotiate documents in all areas of employment for employers, employees and contractors and advise on their implementation. These documents include service agreements, written terms of employment, consultancy agreements, disciplinary and grievance procedures, maternity policies, equal opportunities policies, harassment policies and staff handbooks.



Trade secrets

Unlike many of our competitors, we take a highly integrated approach to trade secrets cases to form one team combining skills drawn from our IP, Employment and Dispute Resolution departments, and balanced according to the needs of each case.

"The team perfectly combines the local delivery with the 'quality seal' of an international law firm."

Chambers Europe, 2016



Adding value

We offer a number of value add tools to our clients aiming to provide them with the information and training needed to tackle the HR challenges faced in everyday business.

International HR Knowledge Zone

Our growing success is partly due to the firm's commitment to using innovative technology to reduce client costs and time, including our International HR Knowledge Zone tool.

In summary:

Knowledge Zone is an easily accessible online resource which aims to provide answers to common yet time-consuming questions faced by HR professionals and in-house counsel working in international business. It is a subscription-only service with multiple levels of access.

Knowledge Zone contains an interactive database (Data Bank) which provides answers to key operational questions across employment, compensation and benefits and immigration fields.

The service was developed and is supported by in-depth advice from HR and tax lawyers who are experts in employment, immigration, incentives and benefits law.

Jurisdictions covered: Belgium, China, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Hungary, Italy, The Netherlands, Poland, Singapore, Slovakia, Spain, Sweden and the UK.

The key benefits include:

- 24/7 access: answers at any time of the day.
- International: single resource for individual country and multi-country co-ordination. A key feature of the Data Bank is the multi-country comparison function.
- User friendly: the database is easy to navigate.
- Comprehensive: we cover many of the technical queries that our clients raise.
- Supported: the information is managed by Bird & Bird HR experts across each jurisdiction.

Data Bank topics:

- Employment issues
- Business immigration
- Cash payments
- International assignments
- Share plans

Web address: knowledgezone.twobirds.com.



Bespoke training sessions

We offer bespoke training to established clients on issues which are of particular interest and importance to them. We liaise with the client regarding the proposed content of any such sessions. These sessions would typically last for half a day and would involve up to three members of our team. We find clients enjoy these seminars as they provide an opportunity to discuss practical problems in a confidential environment. We in turn welcome the opportunity to get better acquainted with the client's HR/legal team in order to better understand the challenges facing the business. It is for this reason that we like to combine the seminar with a social event.

Recent bespoke sessions have included:

- Managing a workforce in a downturn
- Managing tribunal claims
- Restrictive covenants and how to poach a team
- Discrimination and diversity
- Managing sickness and absenteeism
- Managing a mobile workforce
- Restructuring

Depending on the volumes of work generated, we propose providing one such session free of charge each year.

Client seminars

Bird & Bird's International HR Services Group runs regular seminar programmes to which all clients are invited free of charge. In a typical year, our programmes involve legal update seminars and other legal and commercial know-how events.

Newsletters

We produce several international and country-specific newsletters on areas of interest in both the employment and employee incentives and benefits areas.

If you would like to sign up to receive our newsletter or receive any information about our seminars or events, please email: employmentlaw@twobirds.com

Industry alliances

We are programme partners of Corporate Research Forum (CRF), contributing our knowledge, expertise and experience to its ongoing programme of research and events activities. Additionally, we are sponsors of The Finnish Association for Human Resources Management (Henry) and London HR Connection. Many of our lawyers also belong to the Employment Lawyers Association (ELA) and the European Employment Lawyers Association (EELA).



Your Key Contacts

Any of our team will be pleased to help you.

International Group Co-head (United Kingdom)

Ian Hunter, London
Tel: +44 (0) 20 7415 6000
ian.hunter@twobirds.com



International Group Co-head (Netherlands)

Philip Hartman, The Hague
Tel: +31 (0)70 353 8800
philip.hartman@twobirds.com



Australia

Kristy Peacock-Smith, Partner

Tel: +61 2 9226 9888
kristy.peacocksmith@twobirds.com



Belgium

Christophe Delmarcelle, Partner

Tel: +32 (0)2 282 6000
christophe.delmarcelle@twobirds.com



China

Ying Wang, Partner

Tel: +86 21 2312 1288
ying.wang@twobirds.com



Czech Republic

Ivan Sagal, Partner

Tel: +420 226 030 500
ivan.sagal@twobirds.com



Denmark

Søren Narv Pedersen, Partner

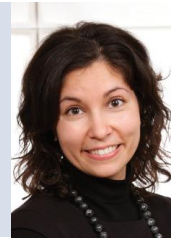
Tel: +45 72 24 12 12
soren.pedersen@twobirds.com



Finland

Maisa Nikkola, Partner

Tel: +358 622 6670
maisa.nikkola@twobirds.com



France - Paris

Benjamine Fiedler, Partner

Tel: +33 (0) 1 42 68 6000
benjamine.fiedler@twobirds.com



France - Paris

Alexandra Stocki, Partner

Tel: +33 42 68 6000
alexandra.stocki@twobirds.com



France - Lyon

Nathalie Devernay, Partner

Tel: +33 (0)4 78 65 6000
nathalie.devernay@twobirds.com



Germany - Dusseldorf

Martin Nebeling, Partner

Tel: +49 (0) 211 2005 6000
martin.nebeling@twobirds.com



Germany - Munich

Ralph Panzer, Partner

Tel: +49 (0)89 3581 6000
ralph.panzer@twobirds.com



Hong Kong

Pattie Walsh, Partner

Tel: +44 (0) 20 7415 6000
pattie.walsh@twobirds.com



Italy

Amedeo Rampolla, Partner

Tel: +39 02 30 35 6000
amedeo.rampolla@twobirds.com



Italy

Caterina Rucci, Partner

Tel: +39 02 30 35 6000
caterina.rucci@twobirds.com



Hungary

Zoltan Tarjan, Senior Associate

Tel: +36 1 799 2000
zoltan.tarjan@twobirds.com



Netherlands

Marcus Huisman, Partner

Tel: +31 (0)70 353 8800
marcus.huisman@twobirds.com



Poland

Karolina Stawicka, Senior Associate

Tel: +48 22 583 79 00
karolina.stawicka@twobirds.com



Singapore

Susan de Silva, Partner

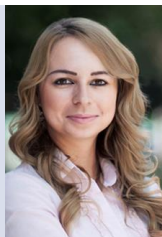
Tel: +65 6534 5266
susan.desilva@twobirds.com



Slovakia

Katarina Pfeiffer, Associate

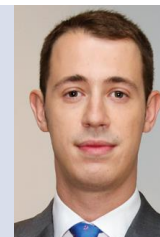
Tel: +421 232 332 800
katarina.pfeffer@twobirds.com



Spain

Miguel Pastur, Senior Associate

Tel: +34 91 790 6000
miguel.pastur@twobirds.com



Sweden

Katarina Åhlberg, Partner

Tel: +46 (0)8 506 320 00
katarina.ahlberg@twobirds.com



United Arab Emirates

Saladin-Al-jurf

Tel: +961 261 08 100
saladin.al-jurf@twobirds.com



United Kingdom

Elizabeth Lang, Partner

Tel: +44 (0)20 7415 6000
elizabeth.lang@twobirds.com



United Kingdom

James Froud, Partner

Tel: +44 (0) 20 7415 6000
james.froud@twobirds.com



twobirds.com

Aarhus & Abu Dhabi & Beijing & Bratislava & Brussels & Budapest & Copenhagen & Dubai & Dusseldorf & Frankfurt & The Hague & Hamburg & Helsinki & Hong Kong & London & Luxembourg & Lyon & Madrid & Milan & Munich & Paris & Prague & Rome & Shanghai & Singapore & Stockholm & Sydney & Warsaw

Bird & Bird is an international legal practice comprising Bird & Bird LLP and its affiliated and associated businesses. Bird & Bird LLP is a limited liability partnership, registered in England and Wales with registered number OC340318 and is authorised and regulated by the Solicitors Regulation Authority. Its registered office and principal place of business is at 12 New Fetter Lane, London EC4A 1JP. A list of members of Bird & Bird LLP and of any non-members who are designated as partners, and of their respective professional qualifications, is open to inspection at that address.