

Employment, Pensions & Benefits Law



Lavelle Solicitors experienced Employment, Pensions and Benefits Group provide legal advice on all aspects of the employment relationship, including pension schemes and employee benefits.

Our clients include financial institutions, State Authorities, SMEs, professional services firms, corporate bodies and individuals.

We believe that it is essential, for both employers and employees, that the correct contractual and policy documents are in place, with full regard to the array of employee rights and entitlements. Our Group provides an effective and supportive service to its clients and assists them in managing the employment relationship and in minimising the risk of litigation.

Our specialist team of highly experienced Employment Law Solicitors in Dublin is headed by Marc Fitzgibbon, who is a member of the Law Society of Ireland's Employment and Equality Law Committee and European Employment Lawyers Association.

"Always very clear on what has to be done'. Marc Fitzgibbon has many years' experience acting for large companies...".

Employment Law, European Legal 500

About the Employment, Pensions and Benefits Group

The Employment, Pension and Benefits Group provide an extensive range of legal services to clients on all aspects of employment law and industrial relations.

Lavelle Solicitors 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 and safety.

The Group advises on pension law from a consultative and compliance point of view and also advises on contentious legal issues. Our Group has considerable experience in advising on occupational pension schemes, both defined contribution and defined benefit and it is involved in the provision of all necessary trust documentation, and deals with legal issues arising from an employer and trustee perspective.

The Group works closely with the firm's Corporate and Commercial Group and advises on the employment and pensions aspects of mergers and acquisitions or other business transfers. We also advise on pension scheme regulatory compliance and the establishment of employee share ownership plans.

We also advise clients on industrial relations, including collective redundancies, redundancy and severance packages.

Our Services

- Employment Contracts/Policies and Procedures
- Termination and Redundancy
- Disciplinary/Grievance Procedures
- Change Management
- TUPE
- Injunctions
- Managing Absenteeism
- Stress, Bullying and Harassment issues
- Share Schemes
- Mergers, Acquisitions and Transfers of Undertakings
- Immigration matters
- Employment advice on outsourcing contracts
- Temporary and agency workers
- Data protection
- Settlement Agreements
- Trade union recognition and related issues
- Pensions - winding up and restructuring pensions schemes

Contacts:



Marc Fitzgibbon, Partner and Head of Employment, Pensions and Benefits Group
E: mfitzgibbon@lavellesolicitors.ie



Paul McMahan, Partner
E: pmcmahan@lavellesolicitors.ie



Griana O'Kelly, Partner
E: gokelly@lavellesolicitors.ie



Emer Murphy, Solicitor
E: emurphy@lavellesolicitors.ie