



## BEAUCHAMPS

# BENEFIT FROM OUR EMPLOYMENT LAW COMPLIANCE REVIEW SERVICE

### Why avail of an employment compliance review?

Navigating employment law compliance has become increasingly complex with the considerable amount of employment legislation in place in Ireland and recent decisions of the High Court in relation to employees' rights to due process and fair procedures. For organisations this poses a range of challenges.

Complaints can be costly and complex and very often an employer is exposed for not having or following appropriate policies and procedures. From a risk management perspective, ensuring compliance with employment legislation and due process is more important than ever with the level of claims increasing year on year and with the reputational risks attached to non-compliance. With many organisations also growing and expanding their operations and their workforces, now is the time to revisit and review compliance with employment legislation.

### Benefits of a review

This review will reduce legal risk and improve the efficient management of the employment relationship, in particular, in dealing with sensitive employment issues such as poor performance and dismissal situations. In addition, the review will be of benefit to employers so they know where they stand in terms of compliance with employment obligations in the event that there is an inspection from the Workplace Relations Commission. The Workplace Relations Commission is authorised to carry out inspections, examinations or investigations for the purposes of monitoring and enforcing employment legislation. The inspectors can issue fixed notice penalties and may also prosecute where there are breaches.

### What about Brexit?

In the context of UK businesses considering relocating employees to Ireland, we also provide a related service of reviewing existing UK contracts and policies and procedures and advising on changes necessary to make such contracts fit for purpose under Irish employment law.

### WHAT WILL YOU RECEIVE?

Our employment & benefits team will carry out a review and assessment of your employment contracts, policies and procedures from both a statutory compliance perspective and a commercial perspective.

### DELIVERABLES

- Compliance report
- Gap analysis
- Identification of risks
- Practical actions and recommendations on the next steps to be taken by your organisation
- Meeting with the team on the findings of the report and to address any concerns or queries



## GET IN TOUCH



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### Practical and commercial focus

We will focus on key employment contracts (fixed term, part time, indefinite term and senior management contracts). We will also review the proper use of independent contractors and agency workers.

We will comment on key policies and procedures such as the disciplinary procedure, grievance procedure, absenteeism / sick leave policy and performance management plans to help make sure they are fit for purpose for your organisation and up to date with the law. We will also address statutory compliance in relation to record keeping for working hours and rest and break periods, minimum wage, holiday leave, parental, maternity, paternity and other forms of leave.

From a commercial perspective, we will focus on contractual protections to help safeguard confidential information, intellectual property and other legal measures to protect the organisation’s goodwill and business interests. We will also focus on policies to help protect the reputation of the organisation in terms of social media, internet usage, data protection and whistleblowing.

Contact our award-winning employment law experts today for more information.



*“Always very helpful, timely in their responses and practical in their advice.”*

Chambers Europe 2021

*“Sound, knowledgeable and measured advice.”*

Chambers Europe 2021

*“Beauchamps provides an excellent service and outstanding expertise.”*

Chambers Europe 2020

*“The level of responsiveness is excellent and the lawyers have a very good understanding of our business.”*

Chambers Europe 2020