

"Worthwhile and worth the money. Very clear, good pace and everything covered on time" Ted Baker



ADVANCE

**New  
for 2012**

Australia, US, China,  
Hong Kong, Japan and Africa  
*See inside for more details*

We are also continuing to run  
our Expatriate Employment –  
deploying internationally  
mobile staff course

Part of our successful cross border series

# INTERNATIONAL EMPLOYMENT LAW



We continue to have a high demand for our international courses. We have chosen to expand our successful series of half day events which concentrate on employment law in just one jurisdiction. Each of these courses will be led by a practising lawyer from the jurisdiction, who will:

- Give an overview of the employment laws in the jurisdiction
- Explain how the legal system works
- Focus on where the law differs to UK employment law

## HALF-DAY COURSES ON KEY JURISDICTIONS:

|                                                                                                                     |                                                                       |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| <b>Italy</b><br>7 March 2012 (am) • 31 October 2012 (am)                                                            | <b>Ireland</b><br>15 May 2012 (am) • 20 November 2012 (am)            |
| <b>Spain</b><br>7 March 2012 (pm) • 31 October 2012 (pm)                                                            | <b>Belgium</b><br>15 May 2012 (pm) • 20 November 2012 (pm)            |
| <b>Germany</b><br>15 March 2012 (am) • 17 October 2012 (am)                                                         | <b>Dubai and the UAE</b><br>8 May 2012 (pm) • 27 November 2012 (pm)   |
| <b>France</b><br>15 March 2012 (pm) • 17 October 2012 (pm)                                                          | <b>Australia</b><br>27 March 2012 • 15 November 2012                  |
| <b>Expatriate Employment – deploying internationally mobile staff</b><br>16 March 2012 (pm) • 14 November 2012 (pm) | <b>China, Hong Kong and Japan</b><br>18 April 2012 • 28 November 2012 |
| <b>Holland</b><br>19 April 2012 (am) • 7 November 2012 (am)                                                         | <b>US</b><br>25 April 2012 • 8 November 2012                          |
| <b>Scandinavia</b><br>19 April 2012 (pm) • 7 November 2012 (pm)                                                     | <b>Africa</b><br>9 March 2012 (am) • 26 October 2012 (am)             |

Numbers will be limited to ensure the intensive workshop format provides maximum satisfaction for delegates. Book early to avoid disappointment.



ENQUIRIES HOTLINE 0161 235 4545  
[WWW.DLAPIPER.COM/ADVANCE](http://WWW.DLAPIPER.COM/ADVANCE)



# INTERNATIONAL EMPLOYMENT LAW

SEPARATELY BOOKABLE HALF DAY COURSES ON KEY JURISDICTIONS

These half day seminars have been designed for HR professionals and in-house lawyers who need to know about employment law in another jurisdiction. The workshop format will:

- Offer an opportunity to learn about the key employment laws in the different countries
- Ensure that you are aware of the key differences between UK employment law and other jurisdictions
- Enable you to ask questions and hear first-hand from a lawyer practising in the chosen country

## PROGRAMME

### AM course:

09.30 – 12.30  
followed by lunch

### PM course:

Lunch at 12:30.  
Course starts at  
13:30 – 16:30

### Hiring procedure

- Sources of law
- Employment contracts
- Collective bargaining agreements
- Statutes

### Pay and benefits

- Salary
- Bonus schemes
- Stock options
- Pensions
- Holidays

### Working time

- Working Time Act
- Part-time work

### Maternity

- Maternity rights
- Maternity leave
- Parental leave
- Maternity protection

### Disability

### Equal opportunities and discrimination

### Works councils

- Personal matters
- Economic matters
- Social matters

### Individual dismissal

- Notice periods
- Action against unfair dismissal

### Collective dismissal

- Definition
- Procedure

## ABOUT ADVANCE

We provide training courses and conferences for over 3,000 delegates each year; many of whom return over and over again. Our training programmes help senior executives and operational managers increase their understanding of how legislation and regulation affects the way they manage their business. Our seminar style programmes are interactive, covering the practical impacts of current and future legislation and case decisions. Our courses are led by experienced lecturers who are at the front line both as practising lawyers and HR professionals.

## DLA PIPER – THE FIRM

### Employment, Pensions and Benefits Group

DLA Piper's Employment, Pensions and Benefits group is a market leading global practice with a strong reputation for delivering solutions-based advice and supporting clients in the day-to-day management of their people legal issues and risk. It includes over 250 specialist lawyers, 100 of which are in the UK, working globally on a strategic and operational level on both contentious and non-contentious matters across the private and public sectors. The group advises on all areas of employment, trade union and employee relations, discrimination and diversity management, pensions, employee benefits and reward legal issues. Our Pensions and Benefits team is a leading scheme advisory practice dealing with all aspects of pension scheme regulation, management and restructuring. We have acted on some of the largest scheme mergers in the UK. We advise on reward structures and have the added benefit of an in-house benchmarking capability.

## IN-HOUSE TRAINING

Is your organisation opening new offices abroad with a team of people that require this type of training? We would be more than happy to design a bespoke course for your team and run this in house for your business. If this is of interest please contact Anna Juniper [anna.juniper@dlapiper.com](mailto:anna.juniper@dlapiper.com) or Rachel Cook [rachel.cook@dlapiper.com](mailto:rachel.cook@dlapiper.com) 0161 235 4562.

**ENQUIRIES HOTLINE**  
**0161 235 4545**

**WWW.DLAPIPER.COM/  
ADVANCE**

**bespoke courses  
for your team...**

Is your organisation  
opening new offices abroad? We can  
bespoke training for your team.

**New FOR 2012...**

## FOUR NEW HALF DAY COURSES FOR 2012

In response to increased requests to advise on jurisdictions around the world, and reflecting the truly Global nature of DLA Piper, we propose running 4 half day courses on the following jurisdictions:

- Australia
- US
- China, Hong Kong and Japan
- Africa

These sessions will take the same format as the other courses. To help reduce DLA Piper's carbon footprint, these three sessions will be run as video conferences, based at our London offices. Run by partners from each of the jurisdictions, numbers will be limited to maintain the intimate feel appreciated by delegates who attend these sessions.

*(Timings will be confirmed when booking is processed)*

## we are rerunning... EXPATRIATE EMPLOYMENT DEPLOYING INTERNATIONALLY MOBILE STAFF COURSE

Arranging the international postings of top management team members is one of the key challenges every multi-national company faces. Managing that talent is critical; rewarding and retaining senior staff; whilst keeping a firm grasp on the legal and tax issues, is essential. Our Employment Pensions and Benefits (EPB) team and tax team have joined to create an integrated multidisciplinary partnership to share legal analysis, business culture know how and the latest updates. Offering valuable insight in their respective areas, our speakers will answer your questions, address the essential issues and give practical advice when it comes to international assignments. Speakers will be Jonathan Exten-Wright, Partner, EPB – DLA Piper and Lynda Finan, Senior Professional Support Lawyer, Tax – DLA Piper.

# SPEAKERS

## ITALIAN EMPLOYMENT LAW

**Fabrizio Morelli** Partner, DLA Piper Italy  
Fabrizio is a Partner based in our Rome office and specialises in the labour sector, both in contentious and non-contentious areas, advising domestic and international clients. Fabrizio has practiced employment law from the beginning of his career when he was admitted to the Italian Bar in 1996 and worked in close coordination with colleagues of the corporate area to cover all employment-related aspects of M&A, de-mergers, transfers of business, including employment due diligence and advice on employment law implications arising from the relevant deal.

7 MARCH 2012 (AM) • 31 OCTOBER 2012 (AM)

## SPANISH EMPLOYMENT LAW

**Pilar Menor** Partner, DLA Piper Spain SL  
Pilar is head of the Employment and Human Resources practice in the Madrid office, she focuses her practice on all types of labour and employment matters. She has represented employers in all aspects of labour matters including collective bargaining negotiations, downsizing proceedings, union representation matters, transfer of undertakings, drafting and implementing employee handbooks, arbitration and administrative hearings, labour aspects of sales and purchase agreements, negotiating management contracts, carrying out due diligence. She also has experience in immigration and social security issues.

7 MARCH 2012 (PM) • 31 OCTOBER 2012 (PM)

## GERMAN EMPLOYMENT LAW

**Marcus Kamp** Senior Associate, DLA Piper Germany  
Marcus Kamp is a member of the Employment, Pensions & Benefits Group in the Cologne office. He is a Certified Specialist for Labour Law and advises national and international clients in all aspects of individual and collective employment law, both in court and out of court. His areas of expertise include drafting and negotiating employment contracts, service contracts for managing directors and board members, termination agreements as well as agreements with works councils. Marcus is also experienced in advising strategic investors and financial institutions on the acquisition, reorganization and restructuring of companies (including due diligence procedure and negotiations on redundancy schemes). In addition, Marcus is an expert for anti-discrimination law and equal treatment.

15 MARCH 2012 (AM) • 17 OCTOBER 2012 (AM)

## FRENCH EMPLOYMENT LAW

**Frédérique Sallée** Senior Associate, DLA Piper France  
Frédérique has been practicing French labour law since 2004. She works with local and international clients doing business in France in a wide range of goods and services industries. Her practice focuses on companies' restructurings (preparation of "economic file" and "social plans", monitoring of negotiations with employees and union representatives and with governmental labour authorities), daily labour law matters (e.g., employment contracts, company-wide collective bargaining agreements, employees' international mobility, corporate officers' employment, termination of employment contracts, compromise agreements and resolution of related disputes), internal staff trainings on labour law matters and sale/purchase audits.

15 MARCH 2012 (PM) • 17 OCTOBER 2012 (PM)

## DUTCH EMPLOYMENT LAW

**Hélène Bogaard** Partner, DLA Piper Netherlands  
Hélène Bogaard has been practising Dutch labour law since December 1994. She advises local and international companies on all aspects of the collective or individual employment relationship. Hélène has expertise in individual employment law, employment contracts, dismissals, share option schemes; collective

employment law, collective labour agreements, social plans, reorganisations; employee consultation – works council and unions and employment aspects of mergers and acquisitions.

19 APRIL 2012 (AM) • 17 NOVEMBER 2012 (AM)

## SCANDINAVIAN EMPLOYMENT LAW

**Erik Wendelboe Christiansen** Partner, Horten, Denmark

Erik has wide experience with public and private employment law. He specialises in the subjects of collective bargaining agreements, transfer of undertakings, establishment of incentive programs, non-competition and non-solicitation clauses and general employment litigation. He speaks Danish, German and English.

19 APRIL 2012 (AM) • 17 NOVEMBER 2012 (AM)

## IRISH EMPLOYMENT LAW

**Ronnie Neville** Partner, Ireland

Ronnie is a partner practising in employment law. He advises in both contentious and non-contentious employment law related matters with a particular focus on equality related issues. Ronnie has significant experience in employment related civil actions and employer liability claims. He regularly appears before the Circuit and High Courts, the Employment Appeals Tribunal and the Equality Tribunal, representing employers and employees. Ronnie also provides non-contentious advice to clients in drafting employment contracts, agreements and workplace policies and procedures. He also provides legal support to HR managers in relation to all aspects of employment law and its practical application to issues arising in the workplace.

15 MAY 2012 (AM) • 20 NOVEMBER 2012 (AM)

## BELGIAN EMPLOYMENT LAW

**Damien stas de Richelle** Partner, DLA Piper Belgium  
Damien practises in the fields of labour law and social security law. He has specific expertise in the fields of pensions and benefits, international mobility, worker participation, worker representation, negotiations with trade unions, restructuring (including collective dismissal and plant closing), outsourcing, transfers of undertakings, and data protection.

15 MAY 2012 (PM) • 20 NOVEMBER 2012 (PM)

## DUBAI AND THE UAE

**Neil Crossley** Partner, DLA Piper Middle East, Dubai  
Neil trained with the firm and qualified into the Employment Pensions and Benefits Group in 1995. Neil was promoted to Partner in 2005 and has a broad expertise in all areas of employment law. Neil now heads the firm's employment practice in the Middle East and is based in Dubai, UAE.

8 MAY 2012 (PM) • 27 NOVEMBER 2012 (PM)

## AUSTRALIA

**Nick Ruskin** Partner, DLA Piper Australia

Nick is a Partner practising in employment and labour law. He advises in both contentious and non-contentious employment related matters including general employment claims and industrial disputes, human resources strategies including ill health management, discrimination and managing investigations. Nick regularly appears before Federal and State Tribunals and is a regular presenter on Australian employment law at professional conferences and has been recognised as a leading Australian labour lawyer. He is active in human resources circles through his roles as Convenor of the Australian

Human Resources Institute, Employee Relations/Industrial Relations Committee. He has been an external advisor to the International Labour Organisation (ILO).

27 MARCH 2012 • 15 NOVEMBER 2012

## CHINA, HONG KONG & JAPAN

New!

**Pattie Walsh** Partner, DLA Piper Hong Kong

Pattie is the head of our regional Asia Pacific employment practice. She has been a dedicated employment law expert since 1992, having practised as both a barrister and a solicitor in England before her admission as a solicitor in Hong Kong. She holds a LL.M in Employment Law and Industrial Relations. Pattie writes extensively for legal and HR publications including a monthly column for CCH's 'China Staff' and she contributes regularly to the local Hong Kong press. The third edition of the popular book *Hong Kong Employment Law – a Practical Guide* will be published in the Autumn this year. Pattie is a regular platform speaker both locally and internationally on the labour law environment in Asia. A contributor to both television and radio in Hong Kong and England, Pattie is frequently asked to comment on topical employment topics. Pattie advises on all aspects of both contentious and non-contentious employment matters. She has a particular focus on multi-jurisdictional work as well as staffing issues arising from mergers and acquisitions, other reorganisations and out-sourcing situations across Asia.

18 APRIL 2012 • 28 NOVEMBER 2012

## US

New!

**Rachel Cowen** Partner, DLA Piper Chicago

Rachel is a partner in DLA Piper's Labor and Employment practice, based in Chicago. Ms. Cowen is an experienced employment litigator who has handled cases in federal and state court and administrative agencies throughout the United States. She regularly represents clients in employment discrimination and wrongful termination cases pending in federal and state courts throughout the United States. She has defended some of the largest corporations in America, and has gone head to head with the EEOC as plaintiff on numerous occasions. Ms. Cowen also has significant experience prosecuting and defending employee mobility and trade secret litigation. She handles such cases on an emergency injunctive basis, as well as successfully trying them to verdict for monetary damages, and she has won cases as both the plaintiff and the defendant. Ms. Cowen works with numerous financial services companies and professional engineering firms and has developed a niche in representing these companies in unfair competition cases.

25 APRIL 2012 • 08 NOVEMBER 2012

## AFRICA

New!

**Moses Segawa** Partner, Sebalu & Lule Advocates

Moses Segawa is a Partner in charge of the Employment, Pension and Benefits Practice at Sebalu & Lule Advocates; DLA Piper's preferred Law firm in Uganda. Moses is the first attorney in Uganda to practice employment and employee benefits law on a full-time basis. He routinely advises national and multinational entities on the means of attaining full compliance to the onerous obligations imposed on the employer by the current legal dispensation. He has significant experience in employment litigation attained by representing a myriad of clients in various Courts ranging from District Labour Courts to the Supreme Court. He is currently advising several retirement benefits schemes and their sponsoring employers on how to align their schemes with the recently enacted Pension legislation and the prospective liberalization of the Pensions Sector.

9 MARCH 2012 (AM) • 26 OCTOBER 2012 (AM)

# INTERNATIONAL EMPLOYMENT LAW

SEPARATELY BOOKABLE HALF DAY COURSES ON KEY JURISDICTIONS

**Italy**  
07/03/12 • 31/10/12

**Spain**  
07/03/12 • 31/10/12

**Germany**  
15/03/12 • 17/10/12

**France**  
15/03/12 • 17/10/12

**Expatriate Employment**  
16/03/12 • 14/11/12

**Holland**  
19/04/12 • 07/11/12

**Scandinavia**  
19/04/12 • 07/11/12

**Ireland**  
15/05/12 • 20/11/12

**Belgium**  
15/05/12 • 20/11/12

**Dubai & the UAE**  
08/05/12 • 27/11/12

**Australia**  
27/03/12 • 15/11/12

**China, Hong Kong & Japan**  
18/04/12 • 28/11/12

**US**  
25/04/12 • 08/11/12

**Africa**  
09/03/12 • 26/10/12

## EASY WAYS TO BOOK

**FAX** 0161 235 4505

### PHONE ENQUIRIES / CREDIT CARD BOOKINGS

Call **Rachel Cook** on **0161 235 4545** or, alternatively, call National Number **08700 111 111** and ask for Advance.

**NOTE** To confirm your booking, please complete this form and send it to the postal address below.

**POST** Please send this booking form or a photocopy, together with your cheque or purchase order number, to **Rachel Cook** at Advance, 101 Barbirolli Square, Manchester M2 3DL.

**EMAIL** [advance@dlapiper.com](mailto:advance@dlapiper.com)

**DX** 14304 Manchester

## VENUE

DLA Piper London Office, 3 Noble Street, London, EC2V 7EE  
Tel 08700 111111 Fax 020 7796 6591

Nearest Tube: St Pauls (central line) or Barbican (circle line)

If you do not receive joining instructions confirming timings and venue one week prior to the conference, please contact us.

**FEES** The delegate fee includes a comprehensive course book, lunch and refreshment breaks.

|                     |                           |                |
|---------------------|---------------------------|----------------|
| <b>DELEGATE FEE</b> | £299.00 (PLUS £59.80 VAT) | <b>£358.80</b> |
|---------------------|---------------------------|----------------|

### MULTIPLE DISCOUNTS Save money by booking on multiple seminars:

|                  |                             |                 |
|------------------|-----------------------------|-----------------|
| <b>2 COURSES</b> | £450.00 (PLUS £90.00 VAT)   | <b>£540.00</b>  |
| <b>3 COURSES</b> | £600.00 (PLUS £120.00 VAT)  | <b>£720.00</b>  |
| <b>4 COURSES</b> | £750.00 (PLUS £150.00 VAT)  | <b>£900.00</b>  |
| <b>5 COURSES</b> | £900.00 (PLUS £180.00 VAT)  | <b>£1080.00</b> |
| <b>6 COURSES</b> | £1050.00 (PLUS £210.00 VAT) | <b>£1260.00</b> |

For any more than 6 additional courses please add £150 plus VAT per course.

Unless by prior agreement, payments have to be made before the programme takes place. Bookings will be acknowledged with a VAT receipt and joining instructions.

## NOTES

**CONTINUING PROFESSIONAL DEVELOPMENT** This programme is suitable for HR and Personnel Professional Development and under Law Society rules, qualifies for 6 CPD hours.

**CANCELLATIONS, SUBSTITUTIONS AND TRANSFERS** If you are not able to attend, you may send a substitute. However, a refund cannot be made for cancellations received less than 20 working days before the course is scheduled to take place. There is a fee to cover travel and administration expenses for delegates transferring to another programme and for cancellations received more than 20 working days before the course start date.

**DATABASE** Your details will be held on the DLA Piper database. If you would like to be removed please contact Advance 101 Barbirolli Square, Manchester M2 3DL.

**COURSEBOOKS FOR SALE** Our coursebooks are prepared for each programme and are praised for the quality and the practical information they contain. Copies can be purchased for £150 including postage and packaging. To order please complete back page. Your book will be mailed on receipt of payment and after the programme has taken place.

There may be occasions when changes in programme content, speakers, timing and location have to be made for reasons outside our control. We maintain the right to decline bookings if they are not in line with course training objectives.



## CONFERENCE DATES Please tick one. (Please photocopy this form for additional delegates.)

Course title \_\_\_\_\_

Date \_\_\_\_\_

I am unable to attend but would like to purchase the documentation for £99

## DELEGATE INFORMATION

**DELEGATE 1** Title \_\_\_\_\_ First name \_\_\_\_\_ Last name \_\_\_\_\_

Position \_\_\_\_\_

Company or organisation \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_

Tel \_\_\_\_\_

Fax \_\_\_\_\_

**Email** \_\_\_\_\_

Please indicate any dietary or other special needs \_\_\_\_\_

**DELEGATE 2** Title \_\_\_\_\_ First name \_\_\_\_\_ Last name \_\_\_\_\_

Position \_\_\_\_\_

Company or organisation \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_

Tel \_\_\_\_\_

Fax \_\_\_\_\_

**Email** \_\_\_\_\_

Please indicate any dietary or other special needs \_\_\_\_\_

**DELEGATE 3** Title \_\_\_\_\_ First name \_\_\_\_\_ Last name \_\_\_\_\_

Position \_\_\_\_\_

Company or organisation \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_

Tel \_\_\_\_\_

Fax \_\_\_\_\_

**Email** \_\_\_\_\_

Please indicate any dietary or other special needs \_\_\_\_\_

Please tick here if you do not want to receive mailings from other organisations

## PAYMENT METHOD Please choose 1, 2, 3 or 4

**1 Cheque.** Make cheques payable to **DLA Piper**

Enclosed is my cheque for £ \_\_\_\_\_

**2 Invoice**

My purchase order number is (if applicable) \_\_\_\_\_

**3 Credit card** Please tick one

Card no. \_\_\_\_\_

Expiry date \_\_\_\_\_

Security code \_\_\_\_\_

Account name \_\_\_\_\_

Cardholder's address (if different from that above) \_\_\_\_\_

Postcode \_\_\_\_\_

**4 Bankers draft**

I wish to pay by bankers transfer, and will also send a copy of this form to **Rachel Cook** at Advance 101 Barbirolli Square, Manchester M2 3DL.

**Account** DLA Piper **Account no.** 39115712 **Sort code** 01 05 31

**Bank** NatWest, Spinningfields Square, 182 Deansgate, Manchester M3 3LY

**Quoting** Employment Law.

Spring Series 2012 – 334836.1991 Autumn Series 2012 – 334836.1992