



## Employment

In the ever changing landscape of employment and immigration law across the Crown Dependencies of Jersey, Guernsey and the Isle of Man, Appleby's Employment team stand alone as the only firm with the capability to provide specialist advice in all three jurisdictions. It is this ability to provide a joined up service for clients on some of the most challenging and complex multi-jurisdictional transactions and disputes that no other firm is able to rival.

Our team of specialist employment and immigration lawyers work together to provide a seamless service on both local and cross border issues. We work with a range of clients including banks, financial services businesses, companies and directors as well as their onshore legal advisers.

We have a wide range of expertise, enabling us to provide clear, sound and timely legal advice on the full spectrum of employment and immigration issues that can arise. This includes:

- Contracts of Employment
- Unfair Dismissal
- Disciplinary & Investigations
- Data Protection / GDPR
- Pensions
- Redundancy
- Discrimination
- Immigration
- Trade Unions
- Employment Incentives

As recognised experts we also have close ties with the local governments in all three jurisdictions and are consulted and help to shape much of the new law that is coming into force.

In addition to advice on employment law in the Crown Dependencies, we also have employment lawyers in many of our other offshore jurisdictions.

**"They explain every step of the process, are very clear over what their needs are and how that information will be used to help us."**

**— Chambers UK 2017**

**Representative Work**

<p><b>Director and Shareholder Dispute</b></p>	<p><b>International Banking and Financial Services Group</b></p>	<p><b>Fraud Investigation for Regulated Fiduciary Business</b></p>	<p><b>Global Manufacturing Company</b></p>
<p>Appleby advised a leading fiduciary services business in Guernsey in its capacity as an employer in relation to the exit of its managing director and major shareholder. We advised in attaining the requisite board authority for suspension, conducting a disciplinary investigation, data protection, regulatory implications and a complex settlement agreement to cover exit arrangements from employment, directorship and shareholding.</p>	<p>Appleby advised on the employment and pensions issues arising from the transfer of the client’s business to branches of the group’s onshore plc by means of Court sanctioned banking schemes and contractual transfers across the Crown Dependencies. As part of the reorganisation we successfully argued before the Manx Court that it was possible to transfer employees under a banking scheme, in the process overturning an 80 year old House of Lords authority. (Subsequently we obtained the same ruling in a unique Guernsey case.)</p>	<p>Appleby acted for a fiduciary services business in the Channel Islands in relation to allegations of fraud against one of their directors.</p> <p>Appleby worked with the clients and a specialist forensic accountancy team, to compile the evidence which formed the basis of the investigation report, which was used to dismiss the director.</p> <p>Our employment team subsequently worked with the regulator and police in securing a prohibition order and conviction against the director.</p>	<p>Appleby successfully defended a manufacturing company in unfair dismissal proceedings taken against them by a former employee in the Isle of Man.</p> <p>The matter was an important judgment for the client and the industry as it sets down a precedent that employees that ignore health &amp; safety rules in a manufacturing environment can be fairly dismissed by the employer.</p>

**For more information please contact:**

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