



## CROWN DEPENDENCIES

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

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.



**“Appleby has an excellent, strong team who are well qualified and experienced. They are always available and willing to go above and beyond.”**

**Chambers UK**



**“The team is very knowledgeable, very collaborative and pragmatic.”**

**Chambers UK**

# REPRESENTATIVE WORK

## DIRECTOR AND SHAREHOLDER DISPUTE

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.

## INTERNATIONAL BANKING AND FINANCIAL SERVICES GROUP

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 employment contracts under a scheme of arrangement. We subsequently obtained the same ruling in Guernsey in relation to another transfer scheme.

## FRAUD INVESTIGATION FOR REGULATED FIDUCIARY BUSINESS

Appleby acted for a fiduciary services business in the Channel Islands in relation to allegations of fraud against one of their directors.

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.

Our employment team subsequently worked with the regulator and police in securing a prohibition order and conviction against the director.

## GLOBAL MANUFACTURING COMPANY

Appleby successfully defended a manufacturing company in unfair dismissal proceedings taken against them by a former employee in the Isle of Man.

The matter was an important judgment for the client and the industry as it sets down a precedent that employees that ignore health and safety rules in a manufacturing environment can be fairly dismissed by the employer.

## KEY CONTACTS



### GUERNSEY

RICHARD SHELDON  
Group Partner\*  
+44 (0)1481 755 904  
rsheldon@applebyglobal.com



### ISLE OF MAN

CAREN PEGG  
Partner  
+44 (0)1624 647 636  
cpegg@applebyglobal.com



### JERSEY

NIALL MACDONALD  
Partner  
+44 (0)1534 818 018  
nmacdonald@applebyglobal.com

\* admitted in England and Wales

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