

## EMPLOYMENT & IMMIGRATION

### BERMUDA

Employment law in Bermuda is a constantly evolving and increasingly regulated area. Our team of specialist lawyers and paralegals work together to provide a seamless service, providing practical and commercial responses to the many difficult and sensitive workplace issues which arise. We work with a range of clients including banks, reinsurers, financial services businesses, companies and directors, as well as their onshore advisors.

The Bermuda Employment and Immigration team has the ability to provide a joined up service for clients, advising on a variety of non-contentious matters and investigations, as well as providing experienced advice and representation in contentious matters and legal disputes before Bermuda's courts and tribunals. We also advise on all aspects of Bermuda immigration law.

## EMPLOYMENT

### CONTRACTS & HR DOCUMENTS

We draft contracts of employment for all levels of employee, from senior executives to junior staff, as well as documentation for other staff, including consultants and secondees. We can also assist your organisation with the full suite of HR documents, including employee handbooks and policies. When the law or best practice changes, we can help you keep all your documents up-to-date.

### HR ADVISORY WORK

Our team provides advice to HR specialists and in-house counsel on the full range of day-to-day issues, including grievance and disciplinary matters, discrimination and harassment issues, workplace stress and medical absences. In addition, we can assist in conducting internal investigations involving HR issues.

### DISPUTE RESOLUTION

If your employment issues turn litigious our team can help you. We represent employers and individuals before the tribunals and courts, including in unfair dismissal, wrongful dismissal and discrimination proceedings. We also assist clients in resolving their disputes out of court, including via mediation, arbitration and settlement agreements.

### POST-TERMINATION RESTRICTIONS

We regularly draft post-termination restrictive covenants and advise on their enforcement through litigation and alternative resolutions.

### EMPLOYEE DATA

As data privacy law in Bermuda develops, we can help your organisation stay on top of employee data issues, including compliance with regulatory and legal requirements and data access requests from your staff.

### BUSINESS TRANSFERS

We advise on all employment aspects of business transfers and reorganisations, including redundancy exercises and trade union negotiations.

### TRAINING

Our team is ready to assist with your internal HR training needs, including legal updates to your HR team and bespoke training for your managers or wider workforce. We also publish timely legal updates to keep you ahead of the game.

## IMMIGRATION

### WORK PERMIT SOLUTIONS

We can advise on the best immigration solution to meet your organisation's needs, whether for newly incorporated or established companies. We also have a resource dedicated to processing applications for all types of work permits, transfers of permits, renewals and amendments.

Using our expertise and experience we can guide you through the complexities of immigration law and process, to help achieve your objectives in a timely and efficient manner.

### RESIDENCY

We also advise individuals on their residency options and can process applications for permanent residency and status. We also represent clients in appeals against decisions of the immigration authorities.

### WORK PERMIT TRACKER

By keeping track of your workforce's immigration status, we can provide you with timely updates when work permit renewals and variations are required.

### DISPUTES AND INVESTIGATIONS

Liaising with the Immigration Department as necessary, we can assist with disputes or regulatory investigations into work permit and immigration issues.

## KEY CONTACTS



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