

Ogier in Ireland
Employment



Ogier

"Ogier lawyers know what they are doing, know the market and deliver a good service."

Chambers Europe, 2024

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Led by Bláthnaid Evans, the Employment and Corporate Immigration team in Ireland has a broad range of employment clients.

Our experienced Employment team's primary focus is on advising employers and organisations. We advise on all stages of the employment relationship, from the initial interview to implementing standard terms and conditions, disciplinary matters and terminating the employment relationship. As well as advising on all employment disputes, the team has the capability to act as an independent investigator when not advising on the process.

The team also has extensive experience advising on the employment aspects of corporate transactions, including mergers and acquisitions, outsourcing arrangements and restructurings. We help manage the complexities of our clients' employment issues by providing commercially focused solutions in a time-efficient and cost-effective manner.

As the workforce becomes more mobile, it is increasingly important for employers to secure global talent. Our team provides specialist advice to various organisations in relation to employment opportunities, visas, work permits and residency requirements in Ireland. We work with our clients to provide strategic and focused solutions to suit their needs.



"Bláthnaid Evans is a superb lawyer of the highest quality."
Chambers Europe, 2024

Ogier in Ireland key moments



2007

The firm was originally founded by a team of four as Leman Solicitors

2009

Leman Solicitors became the first paperless law firm in Ireland and gained ISO 9001 (quality management systems) and ISO 27001 accreditation (information security)

2011

The first Leman Challenge started. An annual employee CSR event, raising over €300,000 since, for charities including Pieta House, Irish Autism Action, Irish Guide Dogs for the Blind, Paralympics Ireland, The Samaritans, Focus Ireland and the Marie Keating Foundation

2019

Recognised as a Fairtrade workplace

2020

First shortlisted for the Green Small Organisation at the Green Awards, in recognition of our CSR and green credentials, as well as becoming a Certified Proud workplace

2021

Ranked in the Great Place to Work Ireland awards in 16th position as Best Small Workplace

2022

Leman Solicitors LLP became Ogier Leman after merging with international law firm Ogier in March 2022



2023

Firm expands to more than 90 employees post-merger and growing in size and breadth of service lines and rebrands fully to Ogier

Ogier

Our services

- Workplace investigations and inspections
- Management training
- Employment contracts and handbooks/policies
- Gender pay gap
- Outsourcing and TUPE
- Health and safety
- Corporate immigration
- Data protection and GDPR
- Employment disputes
- Redundancies
- Discrimination
- Disciplinary
- European Works Councils
- Protected disclosures
- Grievances
- Employment regulatory advice

Who we work with

- US multinationals
- SMEs
- HR teams

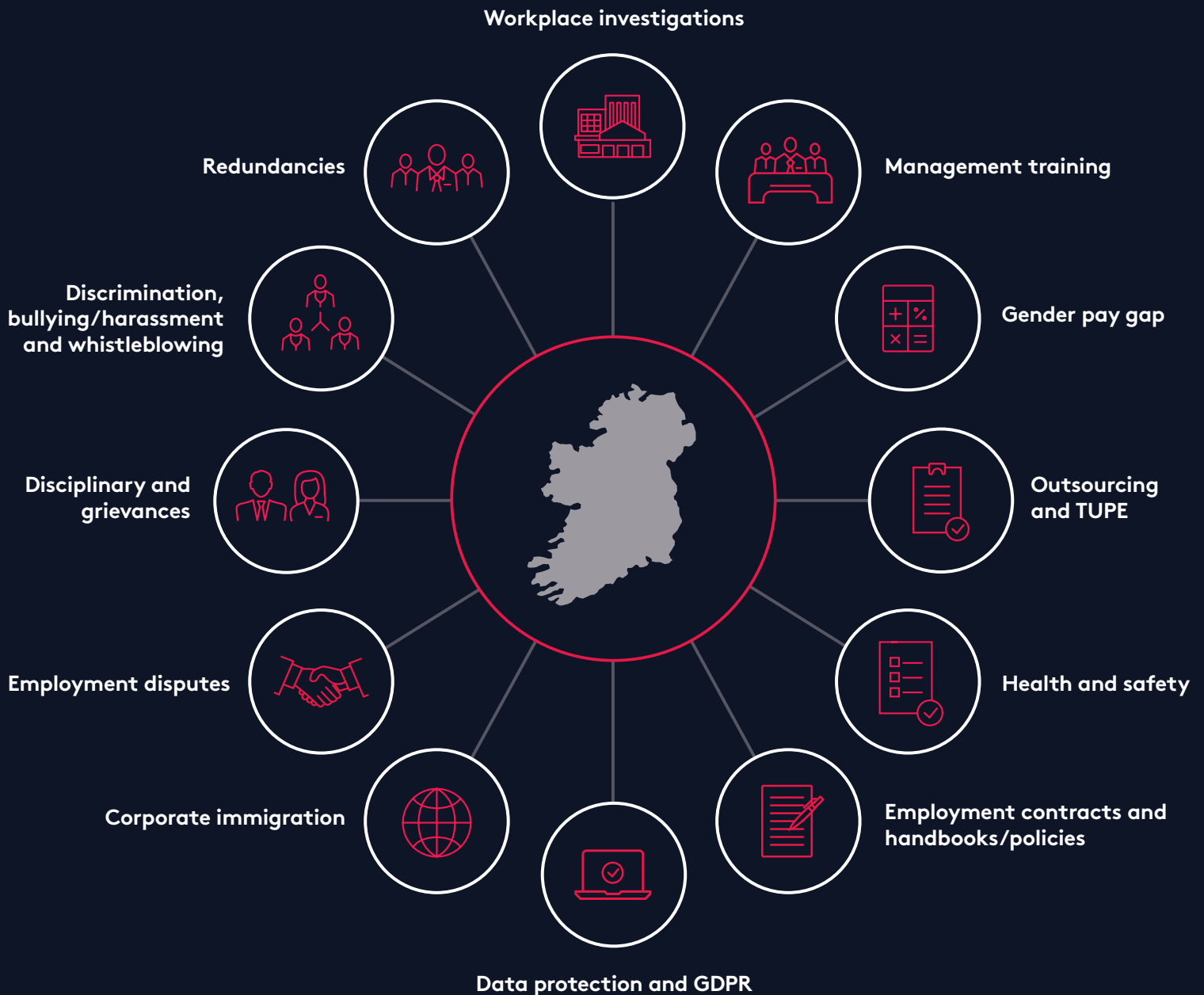
Sector expertise

- Medtech and life sciences
- FDI companies
- Financial services
- Tech
- Pharma
- Retail and hospitality



"They are commercially oriented, providing solid and pragmatic employment law advice to businesses."
Legal 500, 2023

Employment in Ireland services



Bláthnaid Evans

Head of Employment and Corporate Immigration



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E: blathnaid.evans@ogier.com

Practice Areas: Employment law
GDPR, Ireland Local Legal Services,
Regulatory

Admitted in: 2012 - Ireland

Background:

Bláthnaid is partner and head of Employment and Corporate Immigration at Ogier in Ireland. She advises on all contentious and non-contentious issues and has substantial experience in advising clients before all employment law forums, including the WRC, Labour Court and High Court for employment-related injunctions.

Bláthnaid has extensive experience in all areas of employment law, having trained in one of the leading trade union/employee firms and subsequently worked in a top five law firm.

Bláthnaid's practice includes advising and preparing all

employment-related documentation, such as contracts, offer letters, handbooks and employment permits.

She regularly advises on all aspects of commercial related transactions, with particular experience in advising on TUPE Regulations and outsourcing arrangements. She also has extensive experience in advising predominantly employers on employment-related disputes including:

- grievances
- investigations
- disciplinary matters
- harassment and sexual harassment complaints
- performance issues
- protected disclosure related issues

Bláthnaid also provides advisory work on health and safety matters and regularly advises clients on workplace inspections.

Bláthnaid has extensive experience in advising companies on obtaining employment permits for their staff.

Recognition:

"Labour & Employment Lawyer of the Year 2023"

Women in Business Law Awards 2023

"Achievements in Law Award"

The Irish Women's Awards 2023

"Our experience so far has been fantastic. We really appreciate how informative, quick to respond, and easy to understand Bláthnaid and her team have been."

Client feedback, 2023

"Bláthnaid Evans leads the exceptional employment law team at Ogier Leman. They are commercially oriented, providing solid and pragmatic employment law advice to businesses, always prioritising the needs of their clients"

Legal 500 EMEA, 2023

"Bláthnaid Evans is highly experienced in the area of employment law. She gives clear-headed advice and is very client focused in her approach"

Legal 500 EMEA, 2023

"Bláthnaid Evans is a commercial astute lawyer with excellent client engagement. She is an asset to the team."

Chambers, 2023

"She grasps issues quickly and helped us reach a satisfactory conclusion."

Chambers, 2023

"Astute, hugely experienced, and gives practical, understandable advice across the full spectrum of employment law areas and disputes."

Legal 500, 2022



"The team is extremely friendly and flexible. Very fast and efficient at turning documentation around and also very accessible."

Legal 500, 2023

Our team



Mary Gavin

Managing Associate
+353 1 237 3080
mary.gavin@ogier.com

Mary is a managing associate in Ogier's Employment and Corporate Immigration team and has more than 15 years of experience advising on all aspects of employment law. She advises employers across the public, private and third sectors on both contentious and non-contentious matters including employment contracts and policies, complex employee relations issues, equality matters, disciplinary actions, dismissals, redundancies and employment-related disputes.



Marianne Norton

Associate
+353 1 669 7074
marianne.norton@ogier.com

Marianne is an associate in Ogier's Employment team, advising clients on all aspects of employment law, contentious employment disputes and employment issues arising in commercial transactions. She works with clients on a range of employment matters, including internal HR disputes, disciplinary/grievance matters, employment due diligence, Transfer of Undertakings (Protection of Employment) Regulations and corporate immigration. Marianne also advises on a variety of claims to the Workplace Relations Commission and Labour Court. For non-contentious matters, Marianne regularly drafts contracts of employment, company policies and employee handbooks.

Ogier | To the point.

Ogier is a professional services firm with the knowledge and expertise to handle the most demanding and complex transactions and provide expert, efficient and cost-effective services to all our clients.

We have three divisions:

Legal: Practical advice on BVI, Cayman, Guernsey, Irish, Jersey and Luxembourg law.

Corporate and Fiduciary: Corporate administration services with a strong reputation in governance and regulatory compliance.

Consulting: Independent guidance on regulatory compliance.

Core legal services

- Banking and Finance
- Corporate
- Dispute Resolution
- Investment Funds
- Private Wealth
- Regulatory
- Tax

Core corporate and fiduciary services

- Corporate Administration
- Debt Capital Markets
- Funds
- Investor Services
- Private Wealth
- Real Estate

Core sector services

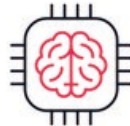
- Aviation and Marine
- Family Office
- Private Equity
- Real Estate
- Restructuring and Insolvency
- ESG
- Technology and Web3

1,200
Employees

120 40
Partners Directors

Investment in technology

Our continued investment in our people and technology is transforming the delivery of professional services to our global client network, from live client portals to digital contracts, digital collaboration areas and document compilation.



Sustainability

As an international firm, we support efforts to protect global and local ecosystems. We are continuously and actively reducing our global carbon emissions and environmental impact. We are embedding sustainability at every level.



Corporate Social Responsibility

We're committed to being a good corporate citizen and supporting causes that empower people and enable our communities to thrive. We achieve this through community partnerships, pro bono work and volunteering.



Innovation

Whether we're pioneering new ways to service clients or fostering a culture of continuous improvement, innovation is at the heart of everything we do. We are committed to providing a market-leading service that empowers clients.



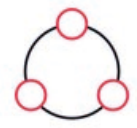
Client Centric

We understand what our clients need to succeed, and do everything to ensure they meet their goals as simply and effectively as possible.



Diversity, Equity and Inclusion

We believe in putting people first. As a global business we recognise diversity, equity and inclusion can be complex, challenging and nuanced. So we're meeting it with courage, drive and openness.



Contentious Trusts and Estates Team of the Year
STEP Private Client Awards 2024



Best Offshore Law Firm 2024
HFM Asia Services Awards 2024



Best Law Firm
Fund Domicile Private Equity Wire European Awards 2024



Offshore Firm of the Year
The Lawyer European Awards 2023

**Legal
Corporate and Fiduciary
Consulting**

Beijing
British Virgin Islands
Cayman Islands
Dubai
Hong Kong
Guernsey
Ireland
Jersey
London
Luxembourg
Shanghai
Singapore
Tokyo

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Consulting: independent guidance on regulatory compliance.

Our network of locations also includes Beijing, Hong Kong, London, Shanghai, Singapore and Tokyo. Regulatory information can be found at ogier.com.