

## | INSURANCE EMPLOYMENT

We provide sector specific employment advice on people matters in the global insurance industry through our international network.



Rebecca Thornley-Gibson, who leads the Ince & Co Employment Team, has over 20 years' experience as a highly regarded employment lawyer, providing tailored employment law advice across a variety of sectors. Rebecca is a member of the Association of Women Travel Executives, the Aviation Club and the Employment Lawyers Association.



## HOW WE CAN HELP YOU

- ▶ Train and engage employees to maximise performance
- ▶ Audit your policies and provide you with tools to maintain a culture of continuous improvement
- ▶ Create and maintain sector specific employment contracts and appropriate policies to minimise risk, including as regards team moves and misuse of company information
- ▶ Advice and guidance on TUPE transfers of employees following company takeovers and changes in service providers
- ▶ Support internal investigations into disciplinary, grievance and whistleblowing issues to deal with matters proactively, effectively and commercially
- ▶ Provide regular updates on insurance sector developments impacting people management to keep you one step ahead
- ▶ Project manage reorganisations and people changes to optimise on time and on budget delivery of change management
- ▶ Provide cost effective advice and support in respect of Tribunal and Court claims to secure commercial outcomes



## WORK HIGHLIGHTS

We act for insurers and brokers in relation to a wide variety of employment issues including:

- ▶ Advising on the application of TUPE to employees on company takeovers/mergers and preparing all related employee consultation and transfer documentation
- ▶ Supporting UK business restructures and consequent redundancy situations to ensure compliance with UK legal requirements
- ▶ Advising employers on preparation of effective restrictive covenants, enforceability of restrictive covenants, team moves and misuse of confidential information
- ▶ Handling Employment Tribunal claims for unfair dismissal and discrimination
- ▶ Acting for employees in regulatory proceedings, for example by the Council of Lloyd's
- ▶ Acting for employers in relation to employee frauds, including related dismissals, High Court recovery proceedings, and securing evidence and proceeds of frauds using search orders and freezing orders
- ▶ Preparing industry-focussed employment contracts and staff handbooks and secondment agreements for temporary transfers of employees within organisations
- ▶ Advising on disciplinary and performance management issues, sickness absences, and grievance procedures
- ▶ Advising on termination of employment contracts, including for senior employees, and preparing and negotiating related Settlement Agreements
- ▶ Providing bespoke training on UK employment law issues for global insurance companies operating in the UK

