

## Employment Team

**ebI miller rosenfalck** is a London based international law firm specialising in delivering tailor-made solutions to complex legal issues. We are a multi-national partnership and the majority of our business is international. We offer a variety of flexible and competitive pricing structures and we are a dynamic alternative to traditional City firms. Our clients range from entrepreneurs and start-ups to substantial private and public companies.

Our Employment Team advises employers on all legal and practical issues arising out of the employment or engagement of employees, directors or consultants. We provide employment advice in the context of corporate transactions, such as business transfers, in relation to the daily HR issues arising in the workplace and in employment related litigation. We also advise on employees relocations, both within the European Union and from beyond, including related business immigration. There is often a complex interaction between the applicable employment law on the one side and tax and social security contributions considerations on the other. We aim to find practical solutions to legal issues to avoid disputes.

### Main sectors

- Creatives & Tech
- Energy & Renewables
- Hospitality & Leisure

### International desks

- Danish
- French
- German
- Italian
- China
- Polish

### Services

- Employment contracts, employment handbooks and workplace policies and procedures
- Employee relocations and secondments
- Individual and collective redundancies
- Maternity and parental leave and flexible working
- Obligations relating to information and consultation and European and domestic work councils
- Post termination restrictions and non-compete
- Severance and settlement agreements
- Transfer of undertakings (TUPE)
- Unfair and wrongful dismissal claims and claims under discrimination and whistleblowing legislation

Guides on a selection of the above areas are available at [www.millerrosenfalck.com](http://www.millerrosenfalck.com).

**ebI miller rosenfalck** is listed in [Legal 500](#).

### International network

We have integrated offices in Belgium, Germany, France and the UK via our partnership in ebl EEIG. For further information: [www.ebl-law.com](http://www.ebl-law.com).

We also have partner offices in 29 countries, mostly in Europe but also in India, USA, China, Brazil & Argentina via our Warwick Legal Network.

For more information on our firm, please visit [www.millerrosenfalck.com](http://www.millerrosenfalck.com) or contact one of our team.

## Meet the team

### Philip Henson – Partner, Solicitor

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Philip heads **ebl miller rosenfalck's** employment team. He is an experienced employment lawyer, qualified mediator and an astute negotiator. He advises employers (from start-ups to global corporations) on the full range of employment related issues and litigation in the Employment Tribunal.



### Emmanuelle Ries – Managing Partner, Solicitor

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Emmanuelle heads **ebl miller rosenfalck's** French desk. Emmanuelle is a specialist of employment issues in cross border situations, from recruitment and secondments arrangements to termination issues, including High Court disputes on post termination restrictions.



### Edzard Clifton-Dey – Partner, Solicitor & Rechtsanwalt (Germany)

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Edzard is a dual qualified (Anglo-German) employment lawyer. He supports employers in Germany and England on all employment matters from managing absence and performance, advising on investigations, disciplinary matters and grievances to the employment aspects of joint ventures, business sales, outsourcing and offshoring exercises.



### Helen Murphie – Partner, Solicitor

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Helen has more than 16 years' experience in employment law and business immigration. She has a particular interest in whistleblowing, discrimination and knotty unfair dismissal cases. She also has a penchant for nerdy and complicated TUPE and contract issues, including restrictive covenants. She has been described in the Legal 500 as “highly professional” and a “tenacious advisor”.



### Sara Kennedy – Legal Director, Solicitor

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Sara practices in all areas of employment law and advises employers and employees in drafting and reviewing bonus arrangements, issues arising on the transfer of a business under TUPE and issues relating to discrimination in employment.



**Marguerite Perin – Associate, Solicitor****T** +44 (0)20 7553 4074**E** [marguerite.perin@ebl-mr.com](mailto:marguerite.perin@ebl-mr.com)

Marguerite is an associate in our employment team and a member of the firm's French desk. Marguerite assists with drafting employment contracts and staff handbooks, advising on the termination of employment, including defending employment tribunal proceedings. She has developed an expertise in whistleblowing litigation and the protection of personal data, with a specific interest in cross border employment law.

