

Seminars & practice support for lawyers

Helping you to help your clients



"You act like colleagues in supporting us, and make us feel that you really are part of the team."

Partner, London Office,
Global AM Law 100 firm

We share our expertise to help you help your clients make the most of their people.

In return for trusting us to work with you to ensure that your clients get access to the services they require, we offer you expert practice support across all of our HR-facing practice areas. It is what you might expect from members of your own team.

AWARENESS BULLETINS

Our periodical awareness bulletins provide expert, practical insights across our practice areas to help your lawyers enhance their perspective and effectiveness in engaging your clients across a broader range of issues.

If you are interested in receiving our awareness bulletins, please contact us at info@abbisscadres.com.

TALKS AND TRAINING SESSIONS

Outlined below is a selection of the training sessions we currently offer. Our talks are concise and engaging with many featuring case studies or quizzes. They are designed to enhance client engagement, as well as issue-spotting and management. Appropriate supporting materials are supplied.

Please contact any Abbiss Cadres partner or email info@abbisscadres.com and we will be delighted to talk over how we can support your practice, including how we may tailor our training sessions to meet your specific requirements.

Our programme of seminars and awareness sessions:

| Title | Target audience | Duration (mins) | Page |
|--|---|-----------------|------|
| BUSINESS IMMIGRATION | | | |
| Migrant workers in M&A deals | Corporate and employment specialists | 30 | 3 |
| Attracting global talent: an introduction to sponsor licences | Anyone managing clients who need to send or bring people from overseas | 30 | 3 |
| Business and investor routes into the UK | Anyone managing clients who need to send or bring people from overseas | 60 | 3 |
| EMPLOYMENT | | | |
| Employment law in corporate transactions - what not to miss | Junior to mid-level corporate lawyers | 45 | 4 |
| Protecting your clients from TUPE risks | Property lawyers | 45 | 4 |
| Executive service agreements – problem areas | Corporate lawyers | 45 | 5 |
| GLOBAL MOBILITY | | | |
| The wider global mobility implications of cross-border employment | Employment specialists | 60 | 5 |
| Coming to the UK - spotting the issues, managing and structuring multi-disciplinary challenges | Corporate, tax and employment specialists | 60 | 5 |
| PENSIONS | | | |
| Managing pensions in corporate transactions | Corporate specialists | 45 | 6 |
| SHARE PLANS AND INCENTIVES | | | |
| Buying, selling, merger: share plans in corporate transactions | Corporate, tax and employment specialists | 45 | 6 |
| An introduction to share plans | Specialists wanting to better understand how share plans may impact on their practice areas | 45 | 6 |

Business immigration

MIGRANT WORKERS IN M&A DEALS

The session will look at the consequences for sponsor licences where there is a new owner of the business, the position of sponsored workers and how to ensure all employees have a right to work in the UK.

The session can be tailored to your needs to cover situations which have arisen, or we can give a step by step guide through the different issues that arise in mergers and acquisitions.

Given that your clients can face sanctions for non-compliance, including fines of up to £20,000 per unauthorised worker, this session will apprise you of the relevant Home Office rules and manage the risks posed in M&A scenarios.

LEAD:

Jonathan Martin

DURATION:

30mins including questions

TARGET AUDIENCE:

Corporate and employment specialists

ATTRACTING GLOBAL TALENT: AN INTRODUCTION TO SPONSOR LICENCES

If your clients are aiming to expand their operations in the UK, they need to know the sponsor licence procedure. This half-hour session features case studies looking at different company types, the jobs that can be sponsored, including those on the skills shortage lists, as well as the Home Office charging regime for hiring various migrant workers.

We will help you understand when your clients need a sponsor licence to give them access to the skilled people they need.

LEAD:

Jonathan Martin

DURATION:

30mins including questions

TARGET AUDIENCE:

Anyone managing clients who need to send or bring people from overseas

BUSINESS AND INVESTOR ROUTES INTO THE UK

Despite some of the rhetoric, the UK remains very much open for business. Even though the procedure is becoming more difficult, we lay out the routes available. They include:

- Companies without a UK presence
- Entrepreneurs with £200,000 to invest in their own business
- Investors with at least £2m to invest in the UK

Lasting an hour (with a quiz), lawyers attending this session will be able to speak more authoritatively about the challenges and opportunities facing their clients in coming to the UK.

LEAD:

Jonathan Martin

DURATION:

60mins including questions

TARGET AUDIENCE:

Anyone managing clients who need to send or bring people from overseas

Employment

EMPLOYMENT LAW IN CORPORATE TRANSACTIONS - WHAT NOT TO MISS

Our employment lawyers draw on their extensive experience of acting on corporate transactions to highlight key areas of risk that are easy to overlook. By the end of the session participants will have a good working knowledge of:

- How TUPE can be triggered even on a share sale
- How EU law has created a holiday headache for employers and how to deal with that accrued liability
- Whether an employment claim is in or out of time and how to apportion any continuing liability
- How to avoid and address defects in restrictive covenants for key staff

We draw on real-life examples for this practical session designed with junior to mid-level corporate lawyers in mind.

LEAD:

David Widdowson

DURATION:

45mins including questions

TARGET AUDIENCE:

Junior to mid-level corporate lawyers/specialists

PROTECTING YOUR CLIENTS FROM TUPE RISKS

While property lawyers have a good working knowledge of TUPE, this session is designed to enhance that knowledge to enable the timely identification of people issues when acting on transactions.

Using real-life examples, we look at TUPE scenarios involving the sale or lease of shopping centres, hotels, serviced office blocks and pubs. We also consider the impact of facilities management outsourcing on a property transaction and examine when TUPE may apply.

Our team of experienced employment lawyers flag the issues to spot and provide practical solutions to help you ensure your transactions stay on track.

LEAD:

David Widdowson

DURATION:

45mins including questions

TARGET AUDIENCE:

Property lawyers

EXECUTIVE SERVICE AGREEMENTS – PROBLEM AREAS

This session is for junior to mid-level corporate lawyers who are looking to provide a more rounded client service.

The training focusses on regulatory issues including director provisions, bonus claw back and mechanisms to avoid rewarding failure.

We also deal with common problem areas in service agreements, including:

- Unenforceable restrictive covenants
- Errors in execution of agreements and the impact on IP and director provisions
- Accidental breach of contract in the absence of a payment in lieu of notice clause

Following the session you will be able to issue-spot and know when to engage specialist advice if you are asked to advise on executive service agreements or an executive exit.

LEAD:

David Widdowson

DURATION:

45mins including questions

TARGET AUDIENCE:

Junior to mid-level corporate lawyers

Global mobility

THE WIDER GLOBAL MOBILITY IMPLICATIONS OF CROSS-BORDER EMPLOYMENT

This session will help employment lawyers drafting employment contracts, and secondment agreements in particular, to issue-spot and manage the wider implications and employer risks posed by international assignments (including international commuting). With case studies, it will take in tax implications (including tax equalisation) and how to deal with withholding tax and social security issues in home and host countries before, during, and after the assignment. We will also explain how assignment allowances and benefits are normally provided (including cost of living and hardship allowances and benefits including relocation, housing, schooling, adjustments for forex movements, and travel).

LEAD:

Bina Gayadien

DURATION:

60mins including questions

TARGET AUDIENCE:

Employment specialists

COMING TO THE UK - SPOTTING THE ISSUES, MANAGING AND STRUCTURING MULTI-DISCIPLINARY CHALLENGES

Clients coming to the UK face a need to manage multiple interrelated issues from corporate and income taxation, pensions and remuneration through to social security, exchange rates and payroll.

For corporate or employment lawyers this is a case-study-based talk with a US-to-UK example at its centre. It will arm the audience with a clearer understanding of relevant issues and how best to manage them.

LEAD:

Bina Gayadien

DURATION:

60mins including questions

TARGET AUDIENCE:

Corporate, tax and employment specialists

Pensions

MANAGING PENSIONS IN CORPORATE TRANSACTIONS

A session aimed at corporate lawyers whose clients are buying or selling companies or businesses. It highlights some of the key pensions issues arising on a corporate transaction in relation to both defined benefit and defined contribution schemes, and provides suggestions regarding obtaining the necessary comfort in the sale and purchase agreement, in the form of pension warranties and indemnities.

Attendance will give a better understanding of the risks involved in the pensions aspects of a corporate deal, what to look out for, and the assurances that clients need from a pension law perspective.

LEAD:

Gary Cullen

DURATION:

45mins including questions

TARGET AUDIENCE:

Corporate, tax and employment specialists

Share plans and incentives

BUYING, SELLING, MERGER: SHARE PLANS IN CORPORATE TRANSACTIONS

This 45-minute session focusses on the acquisition of private companies by way of the purchase of shares. It covers the key points to look out for in due diligence, outlining many of the issues that commonly arise in practice and the various ways with which these can be dealt. It also considers how share plan issues impact on the corporate documentation, such as the SPA and tax covenants. Finally, it introduces points to watch out for in structuring deferred consideration for employee shareholders.

The session is aimed at corporate lawyers of all levels of qualification and uses a case study based on the acquisition of a target company that has granted Enterprise Management options.

LEAD:

Alasdair Friend

DURATION:

45mins including questions

TARGET AUDIENCE:

Corporate, tax and employment specialists

AN INTRODUCTION TO SHARE PLANS

This training session looks at how share plans can play a part in overall reward and incentivisation and the factors companies should consider in determining the most appropriate share plan structure for their employees.

It introduces the various types of share plan most commonly used in the UK, and provides a high-level overview of the main features and tax treatment of each. It also covers the ongoing compliance arising from the operation of share plans.

This concise session is aimed at lawyers of all levels, who encounter share plans in the course of their practice and would find it helpful to have a better understanding of why companies have share plans, how they work, and how that could impact on their practice areas (for example, termination of employment, or buying or selling a company).

LEAD:

Alasdair Friend

DURATION:

45mins including questions

TARGET AUDIENCE:

Specialists wanting to better understand how share plans may impact on their practice areas

London office and meeting rooms:

11 Ironmonger Lane, London, EC2V 8EY T: + 44 (0) 203 051 5711 F: + 44 (0) 203 051 5712

www.abbisscadres.com

www.celiaalliance.com

Abbiss Cadres LLP, registered number OC339497, is authorised and regulated by the Solicitors Regulation Authority in respect of carrying on any legal activities which fall within section 12 of the Legal Services Act 2007. Our general HR consulting, communications and business support services not involving legal or tax services are unlikely to be regulated. If and when we are retained to carry out work we will inform our client of whether and how the services we are to provide are regulated and how this affects the protections available to that client.