

Our Employment, Pensions and Incentives Group delivers specialist advice and creative, pragmatic solutions, based on an in-depth understanding of our clients' businesses, needs and objectives.



# Our specialist employment, pensions and incentives lawyers offer a co-ordinated and efficient service across Europe, providing invaluable insight and commercial focus.

We provide a specialist service combining expertise across all areas of contentious and non-contentious employment, pensions and incentives work. Our client base is extensive and we offer tailored, commercial solutions for clients from a wide range of sectors.

We operate from several locations throughout Europe, both through our own offices and associated firms advising a range of clients in all business sectors. In any country where we do not have a presence, we have built up strong working relationships with specialist employment and benefits lawyers who provide the service our clients have come to expect of us.

The Employment, Pensions and Incentives Group is part of a wider Human Resources team, which includes specialists in dispute resolution, data protection and freedom of information. Further literature in relation to these areas can be provided on request.



Field Fisher Waterhouse

Since the Romans' amazing discovery, magnifying glasses have been used in countless endeavours, from studying cells to gazing at stars. Sometimes, it's only by scrutinising details that you can search out the most appropriate solution.





Football is the most widely played sport in the world. But while anyone can kick a ball, and anyone can talk a good game, it takes skill, agility, judgement and experience to be the best.

# Trust in challenging times.

Whatever the economic climate, employment, pensions and incentives issues are at the forefront of key business decisions, both on a local and global level. We regularly work in partnership with our clients to develop creative solutions to the challenges they face.

Some clients may need to downsize or consider restructuring their businesses. This will involve considering a range of issues, including managing the change in workforce and advising on early retirement and redundancy pension options in headcount reduction exercises.

Reducing pensions risk and managing employer pension contributions can make a long-term improvement to cashflow while keeping pace with the labour market, even as competition for talent increases in the recovery.

Other clients may be witnessing an increase in employment litigation, which may also involve considerable pensions loss, in a particularly cost-conscious environment.

In all economic conditions, employers also need to attract and retain individuals to ensure their business succeeds. Tax differentials between different forms of remuneration are increasingly a key factor in plan design and structuring and implementing appropriate remuneration solutions using cash, shares and options will be a priority.

We advise a wide variety of clients, ranging from government bodies through to large corporations. Our work frequently transcends national boundaries and we regularly advise on cross-border issues. Whatever your issue we can work with you to ensure the best outcome for your business.

The strengths of our lawyers, the quality of our service and our competitive fee rates have seen our Employment, Pensions and Incentives Group expand at both partner and assistant level throughout the last five years, through the recession and into the recovery.

# Our integrated services.

We provide a fully integrated service, offering an invaluable blend of specialist experience and expertise across all areas.

Our employment lawyers are experienced in all areas of employment law and we advise employers of all sizes in both the public and private sector. A leading legal directory acknowledges our “great industry knowledge and commercial advice” and “European capability” as well as saying we are “pragmatic, commercial and helpful in finding business solutions” and show “exceptional personal commitment”.

Our expertise spans the entire employment relationship and the full range of employee relations matters from recruitment issues, including contracts, service agreements and restrictive covenants through to sickness, disciplinary and grievance matters and discrimination issues. We also advise on redundancies, restructuring projects, terminations and compromise agreements as well as every stage of the litigation process through to the European Court of Justice.

Our pensions lawyers are all members of the Association of Pension Lawyers. One leading legal directory said “our team is excellent, and offers a high-quality service.” We advise employers, trustees and pension provider companies, public and private sector bodies, ranging from household names to start-up companies.

We work on day-to-day pensions issues, scheme re-organisations, national and international transactions and regulatory clearance cases. We have represented various parties in a number of high profile cases including in the English High Court and Court of Appeal.

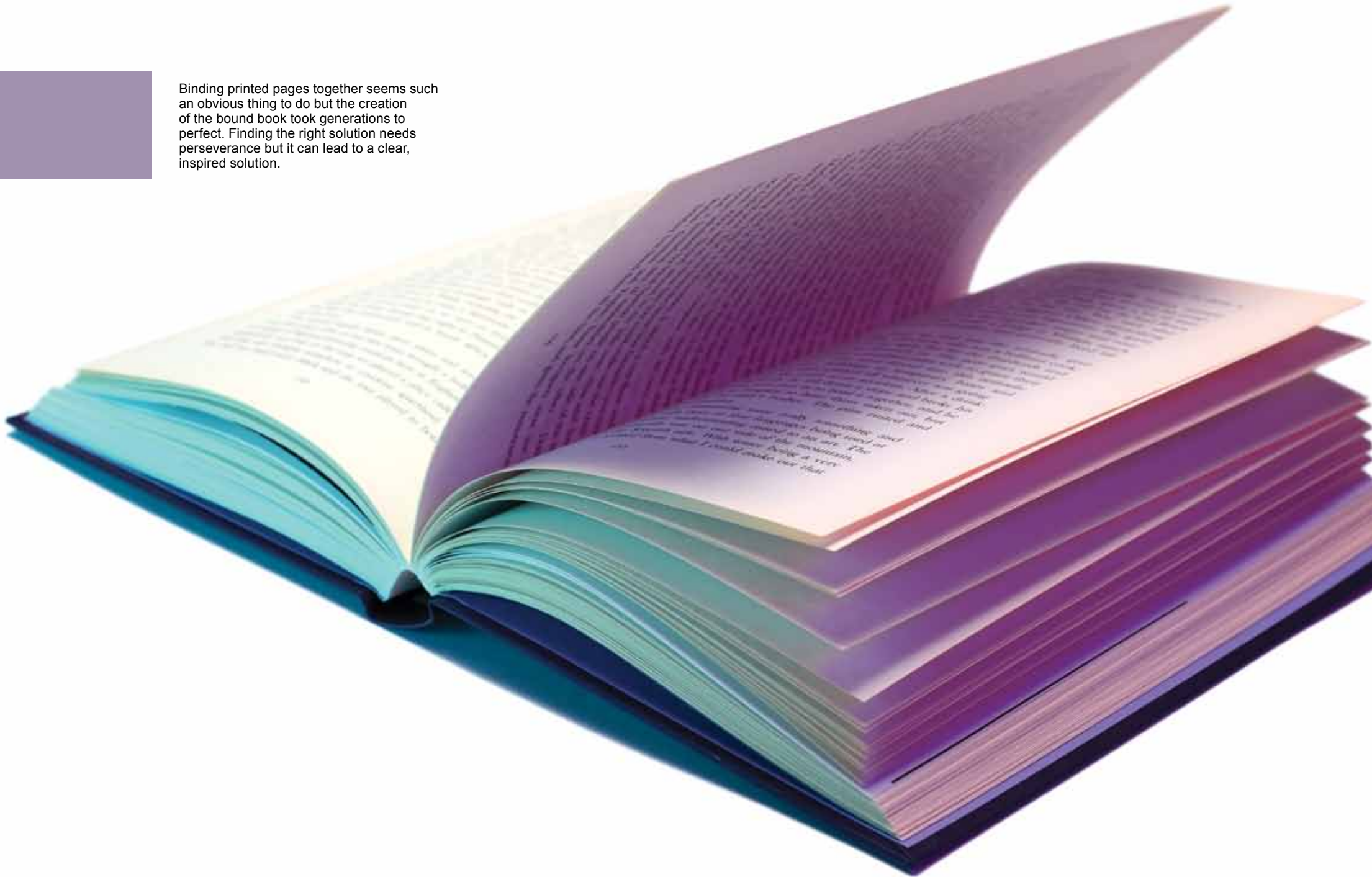
Our incentives lawyers provide comprehensive advice, including legal, tax, share valuation, plan design and implementation support. We are noted for our “exceptionally high” levels of service and “exceptional expertise in the employee ownership field”. In addition to performance-linked cash, share and option plans for executives and plans for all employees of listed companies, we advise on the full range of incentives for SMEs, private equity and venture capital backed companies, international groups, owner-managed businesses, social enterprises and employee and trust owned companies. We project manage the roll-out of global plans.

Whether clients need specialist expertise on employment, pensions and incentives or just one of these areas, our lawyers will cover all angles to provide a comprehensive and integrated approach.



Field Fisher Waterhouse

Binding printed pages together seems such an obvious thing to do but the creation of the bound book took generations to perfect. Finding the right solution needs perseverance but it can lead to a clear, inspired solution.





Meaning 'quick little fellows', the Chinese word Kuai-Zi is an accurate name for chopsticks only if they're in the right hands. It's only when you're properly co-ordinated and well-practiced that you can be agile, precise and effective.



# Your objectives. Our focus.

Building a long-term relationship with you is important to us. This ensures that we understand your industry sector and are able to see things from your perspective. We are proud of the long association we have with many of our clients and the contribution we have made to their businesses.

We always ensure that our advice is clear and focused, our approach is flexible and hands-on, and our service is partner-led. We guarantee transparency so that you are always aware of what is involved throughout our work together.

We also understand your need to control your legal spending. We put together well co-ordinated and cost-effective teams of lawyers, appropriate to the size of the transaction or the complexity of the work to be done. As such, there is complete focus on the efficiency and quality of work.

We are consistently praised for our responsiveness and exceptional personal commitment. Striving to exceed our clients' expectations has always been a hallmark of our service.

To find out how we can help you with your employment, pensions and incentives needs, please call us on +44 (0)20 7861 4990 or email [hrlaw@ffw.com](mailto:hrlaw@ffw.com).

# About us.

Field Fisher Waterhouse is more than just a full-service European law firm specialising in providing commercial solutions for all industries and sectors. It's our ability to embrace change and to navigate and capitalise on the changing market that makes us different.

Clients choose to work with us because we can provide exceptional lawyers with industry expertise and strong commercial knowledge of their businesses. They value our flexible approach to teamwork and that we will shape our structures and way of working to meet their specific needs.

This commercial attitude, combined with our empowering and down-to-earth style, means you can trust us to provide you with the best possible legal solutions.

What started out as a decorative light designed to sit in a pot plant is now a practical solution for every household. It takes vision to see and understand potential and maximise an opportunity.



