

## Employment

Clyde & Co is a dynamic, rapidly expanding global law firm with a leading and diverse network of specialist lawyers offering a range of legal disciplines.

### Our Hong Kong Employment Expertise

Our advice covers the full spectrum of employment and HR matters for both local and international clients. Our pragmatic employment experience includes advising on cross-border employment and international HR management, as well as matters such as health and safety, immigration, visas, pensions and contractor arrangements. We also act on behalf of clients defending claims in relation to wrongful termination claims. Our full service offering complements our deep-rooted sector knowledge in providing the most appropriate solutions for clients across different industries.

#### We advise on:

- Employment contracts, training bonds, contractor agreements, handbooks, and company rules and policies
- Disputes and termination situations (including Labour Tribunal and court proceedings)
- Use of probation periods and performance management
- Immigration issues for expatriates and employees going overseas
- Workers' compensation
- Structuring and documenting international assignments and secondments
- Restrictive covenants, confidentiality, and non-compete agreements
- Employee transfers in acquisition scenarios and for intra-group reasons
- Diversity and discrimination
- Data protection and privacy
- Mergers, acquisitions and initial public offerings
- Disciplinary and health and safety investigations

### About the Hong Kong office

Our Hong Kong office was established in 1981 and is an important presence for the firm's services in Asia. We are well-known for providing commercial, pragmatic and innovative advice to our clients.

The Hong Kong office has a strong regional focus having advised local and international clients on both contentious and non-contentious employment matters in Hong Kong, mainland China and throughout the Asia Pacific region for 38 years. We work closely with our network of international offices from around the world, in particular Shanghai, Beijing, Chongqing and Singapore.

“

They are very good in terms of client relationship management – they listen to client's needs and they are able to understand why it is that the client wants this or that.”

Chambers Asia Pacific

## Contact us:



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## Our experience:

- Advised a **globally diversified financial services group** on the employment aspects of the acquisition of an international insurer including in relation to due diligence, the transfer of employees to business purchasers, and the creation of a comprehensive employee benefits program.
- Advised an **international fund and corporate service provider** on its potential criminal liability for hiring an employee without a valid work visa; successfully persuaded the Hong Kong Immigration Department from prosecuting our client.
- Localised overseas employment contracts (e.g. UK, China, Dubai) of **various international companies** into Hong Kong employment contracts.
- Advised **an investment company** on termination, reviewed employment contract, prepared termination documents, advised on civil and criminal measures in relation to deletion of computer data by employee.
- Advised a **financial services company** on employment disputes in relation to probationary issue.
- Provided legal advice and conducted investigations for a **multinational risk management firm** regarding the divergence of business by former employee; interviewed relevant employees; reviewed documentation and provided legal and strategic advice to client; provided advice in relation to the claim for constructive dismissal; provided advice in relation to legal exposures, and the potential for regulatory investigations and other regulatory steps.
- Managed matters in the Labour Tribunal and District Court for a **corporate jet company** and **aviation industry associates**.
- Advised a **hospitality chain** on the review of various employment documents, including worldwide employment policies, employee's handbook, offer letter/ contract, HR policies on harassment, disciplinary procedures, fair treatment, ethical conduct, confidential information, information security, copyright, personal information privacy, etc.
- Advised a **financial services company** on employment disputes in relation to summary dismissal.
- Advised **participants of the financial services industry** on 'team moves', employment laws, regulatory issues, restrictive covenants and injunctive relief in Hong Kong.
- Advised a **number of companies** on general immigration queries regarding Hong Kong permanent residency and nationality, MPF and tax requirements.
- Advised **various clients** on HR matters, including drafting and reviewing company handbooks, tax benefit schemes, bonus schemes and annual leave / sickness allowance.
- Advised **an international insurance broker** on dealing with the allegation of unlawful dismissal claim raised by a former senior employee.
- Advised **an international retail shop** of an employment issue arising from misconduct of a staff behaviour in their frontline retail store and suggested possible legal framework in Hong Kong related to disciplinary actions and summary dismissal.
- Advised in relation to disputes over bonuses and awards arising out of partnership separation agreement.