

Employment At Al Tamimi

We have offered [specialised employment services](#) to clients for a number of years; the success of this much sought-after and well-respected group has meant that effective 1 July 2011 the employment team has been set up as a department in its own right.

The Employment Department

We are proud of the fact that the employment department is the largest specialist employment group of its kind in the Middle East, providing specialised employment advice to a large number of multinationals, government owned entities, local companies and other law firms both locally, regionally and internationally.

Lead by Samir Kantaria and Rebecca Ford, the employment practice consists of nine lawyers in total. Our extensive experience and capabilities enable us to advise clients on all aspects of employment work, including transactional work, day to day employee relations advice, and [employment litigation](#).

Expertise

As the largest, dedicated employment department of any law firm in the region, we have built a reputation for providing the most relevant legal advice and we do this by ensuring our lawyers remain at the forefront of any changes in the law and when the need arises, by clearly communicating this to our clients.

We can guide clients through the complex and changing employment environment in the region and we aim to provide advice and assistance that is practical, commercially viable and cost effective.

Our expertise spans all aspects of employment law in the public and private sectors, whether onshore in the Emirates, or within the free zones, including the Dubai International Financial Centre, including:

POLICIES, PROCEDURES AND CONTRACTUAL DOCUMENTATION including service agreements, employment contracts, secondment arrangements and employee handbooks, for all categories of staff, including directors and senior executives

CORPORATE SUPPORT on employment aspects of acquisitions and disposals (both share and business transactions), including due diligence and related reports

BUSINESS REORGANISATIONS including redundancy programmes, changing terms and conditions, and transfer of employment

EMPLOYEE RELATIONS ISSUES including disciplinary, dismissal and grievance procedures, settlement negotiations and severance agreements

LITIGATION ASSISTANCE in the Ministry of Labour, UAE Labour and other Civil courts, and in the Dubai International Financial Centre courts, from termination and bonus claims, to protecting trade secrets, confidential information and business interests

For more information please contact:

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