Neil Crossley is highly rated for his contentious and non-contentious employment work. He is highly experienced in restructuring and outsourcing matters, in addition to bonus issues, TUPE and employment class actions.

Neil has worked in the region since 2008. He trained with the firm and qualified into the group in 1995 in the London office. Neil was promoted to partner in 2005 and has broad knowledge in all areas of employment law.

**EXPERIENCE**

**KEY EXPERIENCE**

- Advised on post-merger harmonisation of policies for a pharmaceutical company across 25 Middle East and Africa jurisdictions
- Advised pharmaceutical and technology company on movement of all operations between free zones.
- Advised two global consultancies on a deployment model and immigration/contracting requirements across several Gulf states
- Advised on the dismissal of a CEO of a listed company
- Advising global record company on harmonisations of workforces globally
- Advising on a set-up of a retail chain in the UAE and employee pay structures and shift patterns.
- Advising on the poaching of senior sales staff from a competitor in the financial sector in the UAE and Saudi Arabia
- Advised on merger of labour forces of two news networks
- Advised on all employment aspects of purchase of European wide broadband provider by mobile phone operator
- Advised wireless technology company on enforcement of covenants against Head of Research and Development across multiple jurisdictions

**CREDENTIALS**
Professional Qualifications

- Solicitor of the Senior Courts of England and Wales

Recognitions

Neil is listed as Tier 1 for Employment in the UAE *Chambers* directory 2013.

Education

- Magdalene College, Cambridge, BA (Hons), 1991
- Magdalene College, Cambridge, MA Law, 1995

Memberships

- Law Society of England and Wales

INSIGHTS

Publications

Decree introduces parental leave to the UAE private sector and extends equal pay provision to work of equal “value”

2 September 2020
A new Federal Decree has been implemented for the UAE private sector to amend the existing leave provisions of the UAE Labour Law no. 8 of 1980 (UAE Labour Law) to include parental leave. The measure is part of the continuing drive to align private sector benefits with those available in the Public sector, in order to increase the sector’s attractiveness to all workers.

Podcast: UAE - Navigating the return to work after COVID-19 lock-downs

17 June 2020
In this short podcast, we look at what the duty of care for employers looks like, what responsibilities employees and employers have when returning to work, including in relation to the new government released health tracing app, ALHOSN UAE, as part of efforts to contain COVID-19.

Dubai International Financial Centre issues new Presidential Directive on COVID-19

28 April 2020
The Dubai International Financial Centre (DIFC) has issued Presidential Directive No. 4 of 2020 (Directive), effective 21 April 2020.
Launch Of ‘Early Leave’ Initiative for Expatriate Employees in the UAE

10 April 2020
In light of the ongoing Covid-19 workplace restrictions in place for the UAE, the Ministry of Human Resources and Emirates (MOHRE) has introduced a new initiative which will enable expatriates employees to take a period of leave from their employment in order to temporarily return to their home countries (Early Leave). The Early Leave is intend

Increased Movement Restrictions for Employees in Dubai

8 April 2020
The last federal decision impacting on the movement of workers issued by the Ministry of Human Resources and Emiratisation on 29 March 2020 (281 of 220) left open the possibility of retaining skeleton staff in certain workplaces of up to 30% of employees.

COVID-19
Force Majeure and other issues: A UAE perspective

7 April 2020
In this short podcast, we consider what the UAE law says about the concept of Force Majeure - can it be applied to a contract and, if not, what else can be done to support businesses as their contracts become difficult, if not impossible, to uphold.

UAE Ministerial Resolution No. 279 of 2020 offers new guidance for employers

6 April 2020
The Ministry of Human Resources and Emiratisation (MOHRE) has issued a new Ministerial Resolution (No. 279 of 2020) (Resolution) containing guidance for onshore based employers as to employment related measures they can take in response to the global Covid-19 outbreak. The Resolution is effective 26 March 2020 and the measures introduced will remain in place while other precautionary measures in relation to Covid-19 remain active.

The DIFC Employee Workplace Savings Scheme

6 February 2020
On 14 January 2020, the DIFC published Employment Regulations and amendments to DIFC Law No. 2 of 2019 (the “DIFC Employment Law”) introducing a new defined contributions saving scheme to replace end of service gratuity in the DIFC as of 1 February 2020.

Be alert: ADGM’s new employment regulations are now in force

21 January 2020
Following a public consultation earlier this year, the Abu Dhabi Global Market has issued new Employment Regulations 2019 and new Compensation Awards and Limits Rules 2019 to replace the Employment Regulations 2015 and the Compensation Awards and Limits Rules 2016, respectively. The New Regulations and Rules became effective from 1 January 2020 closely following the introduction of the new employment regulations in the DIFC last year.

Be Alert: All Employment Contracts Must be Registered in the Kingdom of Saudi Arabia
24 June 2019
The Ministry of Labor has recently issued a ministerial resolution, which launches the electronic contract registration program. All employers in the Kingdom or those looking to set up in the Kingdom should immediately consider what action needs to be taken with their employment contracts in respect of the resolution.

Ramadan in the GCC
23 APR 2019
During Ramadan, Muslims worldwide abstain from food, drink and other physical needs during daylight hours. Ramadan is considered to be the most sacred month of the Islamic calendar and a lack of cultural awareness and understanding can cause stress, unhappiness and inconvenience in the workplace for both Muslims and non-Muslims.

The UAE ‘hate law’: Application and abuse
17 FEB 2019
Federal Decree Law No. 2 of 2015 on Combating Discrimination and Hatred (“the Law”) was introduced in 2015 with the objective of embracing tolerance and encouraging the many different nationalities and faiths in the UAE to co-exist peacefully. While primarily a criminal law, we are starting to see it being implemented in the workplace.

Neil enjoys a high profile in the market, regularly appearing on regional radio station Dubai Eye providing commentary on labour law developments in the region.

Events

Previous
UAE and Saudi Arabia: Employment law training
1 October 2020
International employment law training

UAE and Saudi Arabia: Coronavirus and International Employment Law - Future planning and preparation
5 May 2020

UAE and Saudi Arabia: Employment law training
28 November 2019
International employment law training
London