



Workforce Restructuring and Outsourcing

A smooth reorganization, restructuring, outsourcing or reduction in force hinges on early identification of a clear people strategy, a sensible understanding of how that strategy affects the commercial aspects of the change proposal and the development of a systematic approach to implementation.

When business change occurs, it is essential to avoid problems and start benefiting from the change as quickly as possible. We help clients achieve this by understanding the issues involved early on, developing effective plans to deal with these issues and executing the plans in a methodical yet flexible and cost-effective way based on our experience across a variety of industries and sectors. Our approach seeks to align the complex people risks inherent in many processes with the key commercial drivers for those processes. To our mind, a successful change process takes place on time, on budget and with minimal disruption from a people perspective. We help our clients to achieve all three things.

We have helped clients through processes involving major international re-alignments, complex outsourcing and insourcing arrangements and pre and post-merger/acquisition integrations. We have a flexible approach, providing teams or single points of contact appropriate to the deal. Our aim is to ensure that our clients have a clear understanding of the challenges they face, a sensible assessment of the commercial impact of those challenges and expert assistance in navigating through them.

Working closely with our international colleagues we have assisted clients in complex cross-border outsourcing deals, often bringing together people transfer issues across countries where the approach to the automatic transfer of people differs significantly. We have considerable experience in providing both employment and pensions assistance on such transfers, including drafting social plans, people transfer arrangements (automatic and otherwise), advising on works council and union negotiations and implementing post-merger reorganizations.

CAPABILITES

Workforce restructuring and outsourcing; how we can help manage change:

- Analysing the legal and regulatory implications of any change proposal
- Considering the people impact and associated cost of making change
- Implementing a clear and effective communications strategy
- Assisting with collective engagement with trade unions, works councils and employee forums
- Assisting with the alignment of commercial goals with human resource legal obligations
- Helping customers and service providers manage the transition of people in and out of their organisations

KEY CONTACTS

Tim Marshall

Partner

London

T: +44 (0)20 7796

6617

tim.marshall@dlapiper.com

RELATED SERVICES

- Tax

- Dealing with associated pensions and share scheme complexities arising from change programmes
- Navigating the commercial aspects of outsourcing and restructuring programmes to manage risk

EXPERIENCE

- Post-acquisition restructuring advice for a leading games developer in the EU and the US
- Advised an investment bank on an outsourcing project which involved providing advice from 12 countries in relation to TUPE and the Acquired Rights Directive
- Advised on implementing a 900 employee global restructuring, affecting employees in around 30 jurisdictions worldwide
- Advised a leading cosmetics firm on its European restructure affecting 1,500 employees worldwide, including implementation issues arising from US directives to be adopted on a global basis
- Co-ordinated the integration of a client's new graphics business across Europe, the Middle East and Africa. This required liaison between DLA Piper offices in over 20 jurisdictions
- Assisted a multinational pharmaceutical company to plan and implement its global merger which involved co-ordinating advice and planning project implementation across 30 jurisdictions
- Advised a leading telecoms business in a European outsourcing arrangement in Spain relating to data centres and IT activity for the UK and Spain

INSIGHTS

Publications

HK Government considers designating coronavirus as an “occupational disease”

12 February 2020

On 10 February 2020, the Hong Kong Labour Department issued a press release clarifying the position on whether the coronavirus amounts to an “occupational disease” within the meaning of the Employees' Compensation Ordinance (ECO).

NEWS

Advising Atlas Ventures on Workmate Series A fundraising

15 November 2019

DLA Piper advised Atlas Ventures as lead investor in the USD5.2 million Series A fundraising of Workmate, a leading on demand staffing platform operating in Thailand and Indonesia.

New report finds retail sector leadership diversity deficit will affect future competitiveness

5 JUN 2019

DLA Piper and executive recruitment and diversity consultancy Green Park today launch *The Retail Leadership 700* report, which reveals for the first time the extent of the lack of diversity within the leadership teams of the top US, UK and European retailers.

DLA Piper announces partnership promotions for 2019

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

DLA Piper appoints two directors in South Africa

12 SEP 2018

DLA Piper has strengthened its office in Johannesburg, South Africa with the appointment of two directors. Hendré Human joins the Corporate team from Webber Wentzel in Johannesburg, where he was a partner. Monique Jefferson joins the Employment team from Bowmans in Johannesburg, where she was a senior associate.

DLA Piper named International Law Firm of the Year in Ukraine for fifth year running at The Legal Awards 2018

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya Practika Publishing House. This is the fifth time the office has won the award.

DLA Piper advises Beijing Enterprise Water Group on acquisition of TRILITY

5 MAY 2018

DLA Piper advised BEWG International, a wholly-owned subsidiary of Beijing Enterprises Water Group, on its 100% acquisition of water utility service provider TRILITY by way of a competitive bid process.

DLA Piper announces partnership promotions for 2018

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

DLA Piper wins four China Business Law Awards

5 MAR 2018

DLA Piper is delighted to announce it has received four awards from China Business Law Journal's China Business Law Awards 2017-18, in the categories of Employment, Intellectual Property (Trademark and Copyright), Taxation and Shipping.
