



## 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

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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

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### 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

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- 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

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### 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).

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## NEWS

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#### **DLA Piper advises Guala Closures Group on the acquisition of the assets of Germany's Closurelogic**

6 January 2020

DLA Piper has advised the Guala Closures Group, one of the world leaders in the production of security closures for spirits and aluminium closures for wines, as well as one of the major world producer and distributor of aluminium closures for the beverage industry, on the acquisition of the activities of Closurelogic GmbH, the German producer specialised in the aluminium closures.

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#### **DLA Piper grows Incentives and Rewards offering in London with leading partner hire**

4 September 2019

DLA Piper announces the appointment of Nick Hipwell as a partner in its Employment practice, based in London.

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#### **DLA Piper advises Wipro Limited on the acquisition of International TechneGroup Incorporated**

10 July 2019

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DLA Piper has advised Wipro Limited on its acquisition of International TechneGroup Incorporated (ITI), a global digital engineering and manufacturing solutions company.

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### **DLA Piper advises Rolls-Royce on acquisition of Siemens' eAircraft business**

21 June 2019

DLA Piper has advised Rolls-Royce plc on the acquisition of Siemens' electric and hybrid-electric aerospace propulsion activities, eAircraft. The acquisition will accelerate the delivery of Rolls-Royce's electrification strategy and boost its ambition to play a major role in the "third era" of aviation. The completion of the transaction is expected in late 2019, following a period of employee consultation.

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### **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.

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### **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.

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### **Ciara McLoughlin joins DLA Piper's Employment practice in Dublin**

20 MAR 2019

DLA Piper announced today that Ciara McLoughlin has joined its Global Employment practice as a partner in the firm's newly opened Dublin office.

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### **DLA Piper partners Sandra Wallace and Richard Obank named in The Lawyer's Hot 100 list**

29 JAN 2019

DLA Piper's Joint Managing Director for the UK and Europe, Sandra Wallace, and veteran Restructuring partner Richard Obank have been included in The Lawyer's Hot 100 list, published today. The prestigious list, published by legal magazine The Lawyer, comprises 'the standout lawyers in the UK – the most daring, innovative and creative lawyers from in-house, private practice and the Bar.'

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### **DLA Piper expands new Dublin office with four-partner hire**

9 JAN 2019

DLA Piper today announces the appointment of four new partners from highly-regarded Irish firms to its newly opened Dublin office into four key practice areas of Finance and Projects (F&P), Corporate, Intellectual Property and Technology (IPT) and Employment. These hires follow the appointment of Corporate partner David Carthy as Ireland Country Managing Partner in May 2018.

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### **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.

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### **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.

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### **DLA Piper advises on Zurich's £2bn intermediated longevity swap deal with National Grid**

16 MAY 2018

DLA Piper has advised long-standing client, the Group Trustee of the National Grid Electricity Group of the Electricity Supply Pension Scheme, in relation to the completion by leading insurer Zurich of an intermediated longevity swap covering more than £2 billion of pensioner liabilities of the Group.

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### **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.

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