

Get an overview of the employment law framework operating in Germany

This Employment Law Germany seminar provides key insights into the employment law framework governing Germany. If you are, or are likely to be, responsible for staff in Germany you will need to be up to date on the legal framework in order to prevent costly mistakes for your business. With a legal system that has been heavily influenced by the social situation of the country, German employers operate very differently to those in the UK.

In one day you will get a German employment law course covering:

- An overview of the German employment law framework.
- Hiring employees, background screening and contracts of employment.
- Day-to-day employee management in Germany.
- Collective bargaining and relationships with trade unions.

“

Very comprehensive and excellent presenter who made it more interesting.

”

– Jane Bullen, HR Director,
Springer Science and Business Media

About the speaker



Frank Achilles

Is an employment Partner in Eversheds Germany, advising on all questions regarding individual and collective labour law including any employment litigation. His speciality is planning and advising on workforce restructuring projects as well as advising on the employment aspects of company mergers and acquisitions. Frank regularly works with UK and US clients. He studied law at Ludwig-Maximilians-Universität in Munich. He has also been working at Eversheds Germany as an employment lawyer since 2000 and has been a partner since 2005.

Is this right for me?

Designed for HR directors and managers, employment law advisers, employee relations professionals and line managers who have, or expect to have, responsibility for staff in Germany.



Morning session

Welcome and Registration

An overview of the employment law framework in Germany

- Setting the scene: Germany's labour market and legal framework
- What is so different about German employment law?
- Current trends and developments.

Hiring employees, background screening and contracts of employment

- Practical advice on drafting terms and conditions of employment.
- An update on annual leave, working time, employee remuneration, sick pay, holiday entitlement.
- References.
- Cost of employing in Germany – social security contributions and typical contractual benefits.

Morning break

Day-to-day employee management

- Highlighting some key differences in approach
- Equal treatment of employees: what is the situation in Germany?
- Understanding the Equal Treatment Act and the scope of provisions.
- Discipline and grievances.

Lunch break

Afternoon session

Collective bargaining and relationships with trade unions

- Working with the works council: the relationship, pre-conditions and participation rights
- Understanding how the works council becomes involved in personnel matters: preparing your HR team
- Dismissal consultation: the rules

Termination of employment

- Ways of terminating employment
- General unfair dismissal protection
- Special dismissal protection and works council involvement
- Employment tribunals

Afternoon break

What's on the horizon?

- Future developments in labour law.
- Concerns for employers

Questions and Answers

“ Knowledgeable and fun - two essential ingredients when there is much information to absorb in just a day. ”

– Tracey Gillings, HR Manager,
Verbatim Ltd-

When the course is running:

Date: 20 June 2024 (One Day) | Location: London | Price: £595.00

Date: 17 September 2024 (One Day) | Delivery: Virtual | Price: £495.00



+44 (0) 20 7549 2549



info@bondsolon.com



hrdevelopment.bondsolon.com/germany