



THE ISLE OF MAN LAW FIRM



The Employment Landscape is Changing: Let's work together to get ready

Employment law is forever newsworthy, be it an employee's ill-advised tweet, drunken antics at the annual office party or the currently ongoing discussion surrounding the rights of those working in the 'gig economy'. The employment context can present a minefield of issues for Island businesses and their HR professionals.

However, the biggest buzz word in the press for employment law in the Isle of Man over the next few years is going to be...

EQUALITY

With the Equality Bill 2016 making its long awaited passage through the legislature, and Royal Assent expected before the end of the year, the need for informative and pragmatic advice is only going to increase.

DQ's approach is based on making sure that we are knowledgeable about the implications of equality legislation so that we can provide assistance if you need it. Whilst having the legal expertise our clients require on this area of law, DQ understands the need to present clients with solutions that are practical, commercial and sensitive to the realities of the circumstances that clients face.

With this in mind, over the next few months we will be providing insight into the 9 protected characteristics under the Equality Bill. Our guides will serve as useful introductions, for both businesses and their employees, to the practical issues that may be faced as a result of this legislation. [Article 1: "Equality: Age Discrimination"](#) has now been uploaded. These articles will be available on our website www.dq.im and via LinkedIn.

Meet DQ's employment team below



Leanne@dq.im

Leanne is a director in DQ and head of the employment team.

A well-known lawyer, who sits on the Isle of Man's Chamber of Commerce Employment & Skills committee. Leanne regularly advises on all areas of employment law and related litigation.

Leanne has already advised clients on the implications of the Equality Bill and, having identified a gap in the market, developed an online module '[Equality and Diversity in the Isle of Man Workplace](#)' in association with multi-award winning employment law training and information company, Legal Island.



employment@dq.im

Jo is a Consultant within the employment team, with a wealth of experience advising on all areas of contentious and non-contentious employment and HR matters.

Jo has particular expertise in working closely with clients to guide them through internal dispute resolution processes and all scales of redundancy and re-organisation.



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As part of her varied practice, Tara assists both employers and employees on a variety of matters. Tara had input into the 'Equality and Diversity in the Isle of Man Workplace' module and is well versed in the legal consequences of this legislation.

Tara will be able to assist you with any staff training required within your business or the preparation of contracts of employment and handbook policies.



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Jessica assists on a wide range of employment matters acting for both employers and employees, including cases in the Isle of Man Employment Tribunal and advising employers on the Island's unique work permit system, as well as immigration matters.

Jessica is able to assist island businesses with a wide range of HR scenarios. She also regularly advises employees on their rights.

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