Employee rights are well protected under Dutch law, especially in dismissal cases, but employers are able to swiftly adjust staff levels in their company due to changes in, for example, a fluctuation in workload. A wide variety of options are available for employers to hire people in a flexible manner provided that the rules are used properly.

Led by a lawyer with extensive experience with international clients, this course gives you an overview of Dutch employment law and insight into possibilities and pitfalls for employers.

Who should attend?
This course is relevant to international HR managers and directors with responsibility for employees in the Netherlands. It will also be useful to managers and directors who anticipate entering the Dutch market and who need to be aware of their responsibilities to their people.

This course will cover:
– practical guidance on main issues of employment in the Netherlands
– overview of key employment issues from recruitment to termination
– introduction to dealing with the works council
– insight into cultural differences between the Netherlands and the UK

Cultural awareness issues in business will be addressed throughout this course.

Programme

Employment law framework
– setting the scene: the Netherlands’ labour market and legal framework
– what is so different about Dutch employment law?

Hiring employees, contracts of employment
– flexibility in contracts of employment; definite or indefinite term, on-call contracts
– practical advice on drafting terms and conditions
– sick pay, holiday entitlement and other typical contractual benefits
– restrictive covenants

Day-to-day employee management
– working time
– absence and performance issues
– equal treatment
– discipline and grievances: key differences to the position in the UK

Employee representation
– working with the works council: the relationship, pre-conditions and participation rights
– understanding how the works council becomes involved in personnel matters
– involvement of unions

Termination of employment
– ways of terminating employment
– protection from dismissal: employees versus managing directors
– collective dismissals: key points
– calculating severance pay

What’s on the horizon?
– developments with respect to severance pay and dismissal law
– other future developments in labour law

Venues:
London 29 October 2019
London 04 June 2020

Time 09.30 – 16.30  Fee £499 +VAT