Introduction to Nordic HR (Denmark, Finland, Norway and Sweden)

This course covers, in turn, an introduction to the employment law systems of Denmark, Sweden, Finland and Norway. We will also share the experience we have gained in assisting clients with their operations in the Nordic region, and provide comparisons and contrasts with the UK.

Who should attend?
This course is relevant to international HR managers and directors, and in-house employment lawyers who have responsibility for employees in Nordic jurisdictions. It will also be useful to managers and directors who anticipate entering the Nordic market, and who need to be aware of their responsibilities to their people.

Delegates will be able to:
– the main employment issues in four Nordic jurisdictions
– common mistakes and misunderstandings, and some of the less common ones
– main issues in collective consultation
– comparisons and contrasts between Nordic jurisdictions and the UK and Germany
Cultural awareness issues in business will be addressed throughout the day.

Venues:
London 10 June 2020

Time: 09.00 – 16.30  Fee: £499 +VAT

“Course was excellent and so were the trainers.”
REC

“Very good, spot on.”
Ricoh UK

Programme
For each of the four separate jurisdictions (Denmark, Sweden, Finland and Norway) we will cover:

Background
– sources of employment law: plus similarities and key differences
– key players: trade unions, works councils, employers associations, and the courts
– cultural differences in inter-personal relations

Getting started
– recruitment issues: interviews, references, checks and probation
– key terms in contracts of employment and different types of contracts
– typical benefits
– collective agreements: when do they apply?

Day-to-day employee management
– equal treatment
– dealing with absence and performance
– discipline and grievance

Employee representation
– types of employee representatives
– rights of employee representatives
– working with employee representatives

Termination of employment
– general and special dismissal protections
– collective obligations
– claims and the employment court
– termination by agreement