



Employment: Life Sciences at a glance

Our team

Simmons & Simmons is recognised worldwide as a pre-eminent law firm for Life Sciences. Our international team advises many of the world's leading pharma, biotech, medical device and healthcare companies, including:

- many of the largest global pharmaceutical companies
- some of the world's fastest growing biotechs
- leading medical devices manufacturers
- private and public healthcare establishments and service providers
- household names in consumer healthcare.

The life sciences group comprises over 120 lawyers (many with bioscience and pharma law qualifications), dedicated sector analysts and external industry consultants. Our lawyers are active members of, and frequently consulted by, industry associations around the world.

As part of this, our international employment group is a recognised leader in the global marketplace, known for our strength-in-depth and ability to provide clients with a proactive approach to employment law matters. We deliver effective and commercial solutions on all aspects of employment and employee benefits law within the life sciences sector, both contentious and non-contentious. This includes general day-to-day advice, dispute resolution, drafting employment documentation, reorganisations/restructurings/redundancies, executive

terminations, litigation, corporate support, international staff mobility and data protection.

Our work

Much of our work is sensitive and as a result we are not always at liberty to disclose the names of our clients. Some of our most recent and relevant client achievements include the following:

Becton Dickinson

- advising on the European employment aspects of the disposal of Becton Dickinson's global ophthalmic systems business, including coordinating international advice on the documentation and information and consultation obligations

Global pharmaceutical company

- drafting and advising on English and Chinese language documentation, drafting inventions and confidentiality agreements and CDAs. Assisting with the development of a strategy in relation to compensation for employee and student inventors and advising on a variety of other employment related issues

Procter & Gamble

- advising Procter & Gamble and its affiliates on matters relating to outsourcing, individual employment law, harmonisation of employment benefits, data protection and strike action

Johnson & Johnson

- advising on employee related issues concerning the integration of Pfizer's OTC business in Hong Kong

Health care institutions

- advising health care institutions, including seven of the largest hospitals in The Netherlands, on a range of employment law issues

Managing Discrimination Risk

- we have, for a number of clients, acted in defence of high value employee discrimination claims. We have advised on the strategic issues associated with managing risk in this area and in relation to diversity issues. We also undertake innovative proactive work raising awareness amongst management teams of the risks associated with such claims in an effort to minimise institutional liability.

Leading Japanese pharmaceutical company

- advising in the collective dismissal of employees in their sales force in Italy

Leading Swiss multinational pharmaceutical company

- advising on the Spanish employment aspects related to the integration of a ophthalmology business unit in the company, including the transference of sales force and other employees to the new employer. The transaction implied three aspects which required collective modification of working conditions: (i) variable remuneration or target bonus, (ii) applicable pension plan and (iii) annual working time

Leading British pharmaceutical company

- advising during the consultation and implementation of the collective agreement for the geographical transfer of the headquarters of a leading Life Science company from Barcelona to Madrid in Spain.

- Mediating employee disputes
- Redundancies - avoiding the pitfalls
- Post-merger integration.

Legal updates

- International Employment Issues is our free online legal resource which covers a variety of jurisdictions and topics. Just visit www.elexica.com and register for free.

"Remarkable for the sheer number of leading lawyers with significant practices in the sector. Able to handle the most complex and largest disputes and transactions with masterful effectiveness."

Chambers & Partners 2016

Training

We provide training sessions on a broad spectrum of employment issues, some examples being:

- Grievances - do they have to be so painful?
- Discrimination - protecting the business
- Reducing risks around maternity leave, return and flexible working requests

A recognised leader in the global marketplace, bringing together leading specialists in employment law, employee incentives and pensions from across the world.

Key international contacts

Key contact biographies can be viewed at simmons-simmons.com

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