

## Employment

*Simcocks Advocates has the largest employment group on the Isle of Man and is a market leader in the field.*

Our team is very experienced and highly responsive which is one of the reasons why we are ranked in the top tier of law firms providing employment advice by the independent legal directory, The Legal 500.

Simcocks is able to advise on all aspects of Manx employment law and can offer the following services:

- Contract and staff handbook review
- Policy and procedures review
- Best practice in employment
- Appointments, dismissals and redundancy advice
- Mediation, including workplace mediation
- Compromise and termination agreements
- Training and preparation for tribunal hearings
- Representation in court or tribunals
- Industrial relations and trade union issues
- Overall HR support



*Contracts  
Mediation  
Tribunal  
Redundancy*

## Meet The Team



**Irini Newby** is an advocate and director of Simcocks Advocates. She heads the employment department and puts together and leads teams who offer realistic and reliable solutions on all employment matters.

The independent directory, The Legal 500, has described her as pragmatic with a hands-on approach. She has extensive experience in advice on procedures, contracts and policies, terms and conditions, compromise and termination agreements and best practice in employment matters. Previously she worked at the Ontario Human Rights Commission.

[inewby@simcocks.com](mailto:inewby@simcocks.com)



**Norman Teare** is a senior consultant advocate and a recognised industry expert. He is highly regarded and experienced in all aspects of Manx employment law. He has chaired various tribunals including the Employment Tribunal and the Work

Permit Appeal Tribunal. He is currently a member of the Isle of Man Courts of Justice Panel of Mediators. His published work includes the IoM Employment Tribunal Manual.

[nteare@simcocks.com](mailto:nteare@simcocks.com)



**Paul Rodgers** is an advocate with experience of appearing in both the Manx employment tribunal and its appellate division (the high court), as well as negotiating settlements. He played a key role in a leading

appeal case which codified the tribunal's powers to consider the lawfulness of regulations in making its decisions.

[proddgers@simcocks.com](mailto:proddgers@simcocks.com)



**Peter Taylor** is an advocate whose extensive experience in the maritime industry makes him uniquely qualified to give advice on seafarers' employment matters under the relevant Merchant Shipping Acts. He is a panel Advocate

for the seafarer union Nautilus. Peter can also advise on all aspects of employment, contracts, terms and conditions, incentives, equality, race relations, workplace disputes, as well as unfair and wrongful dismissal matters and advise clients on mediation and negotiation.

[ptaylor@simcocks.com](mailto:ptaylor@simcocks.com)