

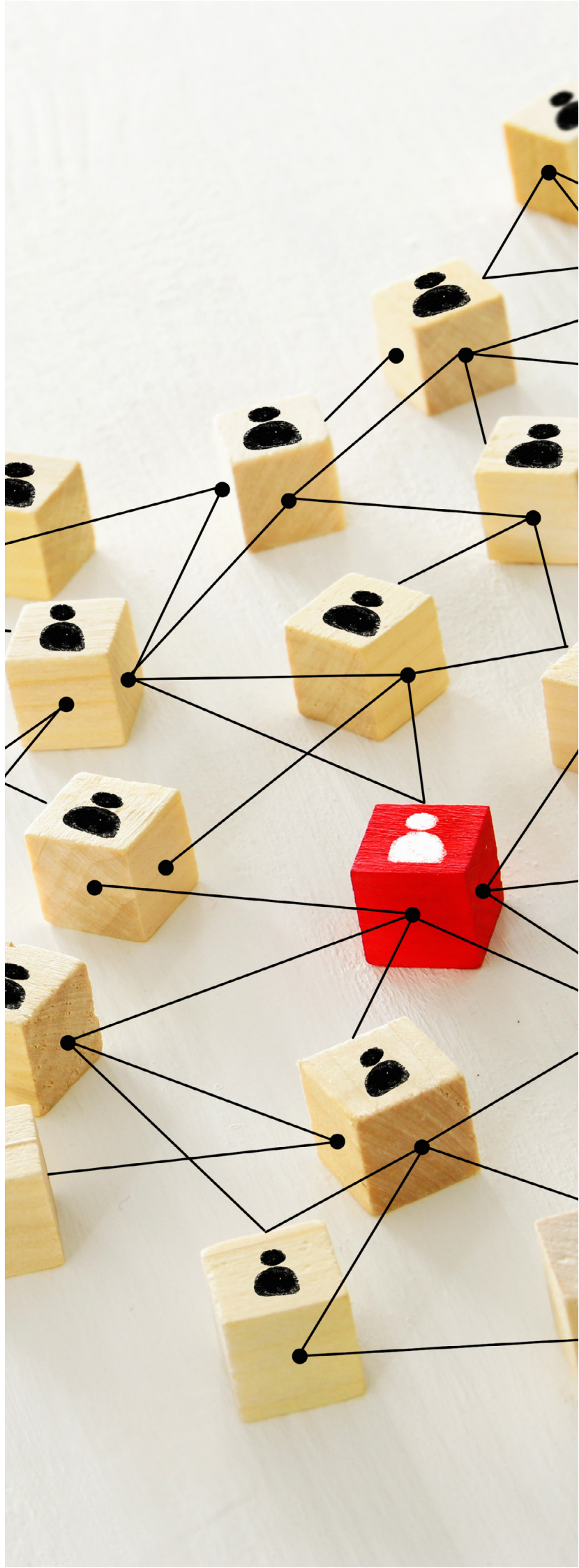
European
Employment
Insights

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Recent labor law changes include flexible paid holiday scheduling for parents, elimination of screen time limits, and reducing of termination exit documentation to a single employment certificate.

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Andersen Global

Andersen Global® was established in 2013 as the international entity surrounding the development of a seamless professional services model providing best-in-class tax and legal services around the world.

Andersen Global Chairman and Andersen CEO
Mark L. Vorsatz, Andersen (U.S.)

Andersen Global is an association of legally separate, independent member firms, comprised of more than 15,000 professionals worldwide, over 2,000 global partners and a presence in more than 425 locations worldwide. Our growth is a by-product of the outstanding client service delivered by our people, the best professionals in the industry. Our objective is not to be the biggest firm, it is to provide best-in-class client service in seamless fashion across the globe. Each and every one of the professionals and member firms that are a part of Andersen Global share our core values. Our professionals share a common background and vision and are selected based on quality, like-mindedness, and commitment to client service. Outstanding client service has and will continue to be our top priority.

Core values



Best-in-class

We aim to be the benchmark for quality in our industry and the standard by which other firms are measured.



Stewardship

We hire the best and the brightest and we invest in our people to ensure that legacy.



Transparency

We value open communication, information sharing and inclusive decision making.



Seamless

Our firm is constructed as a global firm. We share an interest in providing the highest level of client service regardless of location.



Independence

Our platform allows us to objectively serve as our client's advocate; the only advice and solutions we offer are those that are in the best interest of our client.

Introduction



European Guide to Support Employers *Employment of Managing Directors*

This comprehensive guide provides a detailed overview of regulations and conditions surrounding the employment and appointment of managing directors within limited liability companies (LLCs) in over 30 European countries.

[Read More](#)
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You may also be interested in: European Employment Insights

The guide provides an overview from over 20 European countries of recent legal developments, tips for navigating complex legal issues, and staying up to date on notable cases.

October Issue

November Issue

December Issue

Context

Andersen Employment and Labor Service Line is your go-to partner for navigating the complexities of local and international labor laws and customs. We help you steer clear of employee-related issues while staying competitive in the global economy.

Our team comprises specialist lawyers and tax advisors who proactively guide both domestic and international companies of all sizes, spanning various industries. With a presence in more than 400 locations worldwide, Andersen offers top-notch advice through local experts. We stand by your side throughout the entire employment relationship, from its establishment to termination, making us your trusted partner in all employment-related matters.

We invite you to read in-depth employment information in our monthly **Andersen Employment Insights** newsletter. This newsletter provides an overview of the latest developments in employment law, guidelines, case law and collective agreements from various countries.

Stay well informed and maintain your competitive edge with Andersen.



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If an employee willfully disobeys the lawful and reasonable instructions of their employer, they would be automatically and effectively repudiating their contract of service.



COURT

Industrial Tribunal sheds light on 'gross misconduct' definition

In November 2023, the Industrial Tribunal provided a significant clarification on the definition of 'gross misconduct' in the context of unjust termination of employment. Drawing upon the Supreme Court of Ireland's ruling in *Brewster vs Burke and Ministry for Labour* (1985), the Tribunal reinforced the notion that willful noncompliance with lawful and reasonable employer instructions can lead to contract repudiation. This principle established that a single incident of such disobedience could be sufficient for 'gross misconduct', thereby justifying termination.

In its decision, the Tribunal also referred to Astra Emir's reflections in the book 'Selwyn's Law of Employment' who, in explaining the case *Clarkson vs Brown, Muff & Co Ltd* (1974), consolidated this standard and sustained the justification of dismissal over such gross misconduct.

In its ruling, the Tribunal applied these principles, concluding that the defendant company's termination of the plaintiff's employment for gross misconduct was in line with established legal standards, upholding the essential integrity of the employer-employee relationship.



COLLECTIVE AGREEMENTS

COLA to be allocated to public service & public sector employees

A recent agreement between the government and various trade unions has been established to ensure that workers in the Public Administration sector receive the Cost-of-Living Allowance (COLA) benefits. Although the existing Collective Agreement already covers this right, a further agreement became necessary to align with the COLA increase of EUR 12.81 per week, as determined in Malta's Budget for 2023.

Consequently, it has been decided that public service and public sector employees will receive an additional EUR 6.41 per

week. This amount is in addition to the salary increases provided for in the 2024 Collective Bargaining Agreement. This enhancement will be uniformly distributed among all Public Officers, regardless of their pay scale. Similarly, in the Public Sector, every employee will benefit from this uniform top-up.



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