

German Employment Law for Line Managers

Prevent costly mistakes for your business

Multinational organisations are frequently organised along matrix structures. Inevitably such structures come with significant challenges: line managers and senior executives and HR professionals whose team responsibilities include the management of staff in Germany are expected to be familiar with the dos and don'ts of German employment law. This seminar provides an essential overview of the key areas of German employment law, and how it influences everyday situations at work.

Content

Background

- Sources of employment law – plus similarities and key differences compared to common law jurisdictions.
- Cultural differences in inter-personal relations.
- The German corporate structure and its impact on the management function.
- Key players: trade unions, works councils and employer associations.

Before employment

- The recruitment process – dos and don'ts.
- The contract – offer, terms, clauses, express and implied terms.
- References, what to be aware of.
- Pitfalls to avoid.

During employment

- Probationary period and review.
- Dealing with part-time, agency and fixed-term contract workers.
- Flexible working requests.
- Short and long term absenteeism.

Working with the works council on staff/HR matters

- Information, consultation and co-determination.
- Representation of executives within corporates.
- Works council involvement throughout the lifecycle of the employment relationship.
- Role of works council agreements.
- Role of collective bargaining agreements.

Practical examples of day to day issues

- Poor performance.
- Discrimination.
- Long term sickness.
- Stress.
- Misconduct in and out of work.

Ending the employment relationship

- General dismissal protection.
- Special dismissal protection.
- Claims and the Employment Court.
- Dismissal reasons and process to follow.
- Settling out of court – Settlement agreements.

Online Learning Platform

Once you have registered, you will be able to access your online learning platform, including extra materials for consolidating what you have learned.

Your benefits

This seminar will help you

- to identify and improve a better risk management of German employment issues,
- to avoid typical pitfalls of German employment law and
- to prevent costly mistakes for your business.

This is delivered by a team of two of our experienced trainers.

The course language is English and all course material will be provided in English. No prior knowledge of German employment law is required.

Methods

Lecture, practical case studies, group exercises, discussion, exchange of participants' experiences.

Who should attend

Non-German speaking line managers, senior executives and HR professionals with staff responsibilities in Germany but no or very little prior experience of German employment law and HR work.

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Instructor



Frank Achilles

Ich bin Partner und leite die Praxisgruppe Arbeitsrecht. Ich berate internationale Unternehmen bei Restrukturierungen, Vergütungssystemen, Betriebsübergängen und M&A. Dabei begleite ich Mandanten regelmäßig bei Massenentlassungen, Verhandlungen mit Betriebsräten und komplexen arbeitsrechtlichen Themen. Ebenfalls bin ich als Beisitzer in Einigungsstellen aktiv.

Training details

Training in English | Online

1 day

Start dates

13.11.2026

Live-Online

Course

zoom

Module times

Friday, 13.11.2026

9:00 am - 5:00 pm

Current dates and further information can be found at www.haufe-akademie.de/33475

Participation fee

€ 920,- excl. VAT

€ 1.094,80 incl. VAT

Your registration options

Online: www.haufe-akademie.de/33475

E-mail: anmelden@haufe-akademie.de

Book your training course quickly and easily online. Please be sure to enter the name of the participant and the full billing address with telephone number and e-mail address.

In our Questions & Answers (FAQ) section you will find all the answers to the most frequently asked questions about our training courses:

<https://www.haufe-akademie.de/faqs>

You can also find our detailed conditions of participation on the Internet under www.haufe-akademie.de/agb or in the overall program.

You can find the complete data protection regulations at www.haufe-akademie.de/datenschutz.