

Reorganisation & Downsizing



As businesses deal with the challenges posed by the current economy, it's particularly important to get advice from specialists with practical experience in this complex area.

Russell Brennan Keane has been advising businesses through expansion and downsizing for over 50 years.

RBK

Chartered Accountants

Why RBK?

- A consultancy service tailored for each company's individual requirements
- We have assisted a number of companies through this difficult and complex time
- A very personable team who bring a wealth of experience from both RBK and "Big 4" backgrounds
- Specialist independent advice for both the company and impacted staff

Introduction

Redundancies, whether voluntary or involuntary, are becoming more frequent in 2009. If this is not your first time restructuring your workforce you will be aware that companies making people redundant often feel obliged to make an ex-gratia lump sum payment to employees (on top of their statutory entitlement).

Structuring these ex-gratia payments in the most tax efficient manner for employees, whilst ensuring the company complies with all of its obligations, is always a key concern.

How RBK can help?

We have substantial expertise in advising on down-sizing and redundancies - over the years our team of tax experts have advised on structuring payments to employees of Microsoft, ABN Amro, Green Core and Cadbury to name a few.

In many cases, maximising the relief available to employees is relatively straight forward – the main challenge is explaining to the employee the options available and the implications for them in terms of pension planning and prior/future redundancies. Top slicing relief, and how it works for the particular individual, is also an important aspect.

Other considerations apply where, for example, the employee has stock options/awards in the company or periods of Foreign Service – again we are very familiar with the issues involved and are expert at explaining to the employee, in layman's terms, what it means for him/her.

Why Russell Brennan Keane?

All of our specialists in this area have Big 4 backgrounds and experience of advising large domestic and multinational corporates on structuring redundancy payments.

As a Top 10 firm specialising in this area, our rates are very competitive.

We are, and will be seen by your employees to be, independent.

Our Team

Jackie Masterson, Tax Partner

Jackie was a Tax Director in KPMG before joining RBK in 2006. She trained in Arthur Anderson and was a Manager there.

Fiona Molloy, Tax Director

Fiona was a Tax Manager in Arthur Anderson and a Tax Director in KPMG. Fiona joined RBK in 2007.

Caitriona Hartnett, Tax Manager

Caitriona was a Tax Manager in KPMG and Baker Tilly Ryan Glennon before joining RBK in 2006.

WHAT OUR CLIENTS SAY

"RBK provided us with excellent independent advice throughout a recent downsizing project in compliance with employment legislation. Thanks to their careful planning and guidance, it gave us the ability to implement some difficult decisions and cut our costs in order to remain viable and ensure competitiveness going forward."

RAY FENELON,
MANAGING DIRECTOR,
Fenelon Engineering, (2009)

CONTACT US:



JACKIE MASTERSON
Tel: +353 (1) 644 0100
Email: jmasterson@rbk.ie



FIONA MOLLOY
Tel: +353 (0)90 648 0600
Email: fmolloy@rbk.ie



CAITRIONA HARTNETT
Tel: +353 (0)90 648 0600
Email: chartnett@rbk.ie

DUBLIN | ATHLONE | ROSCOMMON

For more information, please visit
RBK.ie

Why choose us?

Value and quality have never been more important. We tailor our consultancy offering to meet your requirements.

Other relevant services available:

Recruitment | Investment | Pensions