

# Christel Søreide

Partner

Authorisation: Advokat

E-mail [cso@wiersholm.no](mailto:cso@wiersholm.no)

Phone +47 21 02 11 02

Mobile +47 40 20 32 80



Christel heads Wiersholms employment law team and has extensive experience within employment law and dispute resolution. She assists Norwegian and international clients with processes such as reorganisation and downsizing, business transfers, hiring and termination of employment, whistleblower cases and discrimination issues as well as litigation and negotiations. Chambers and Partners and the Norwegian Financial Daily have ranked Christel as one of Norway's leading employment lawyers.

*Christel Søreide always provides great support. She is very knowledgeable and finds good solutions to complex issues.*

**Chambers Europe, 2024**

## Industry expertise

Banking and Finance

Retail

Industry

Media and Entertainment

Oil and Gas

Technology and Digitisation

## Areas of practice

Employment Law

Investigation and Compliance

Oil, Gas and CCS

Pension

Dispute Resolution

## Selected projects

### Action regarding bonus

Represented Lorentzen & Stemoco AS in a high-profile lawsuit concerning a substantial claim for bonus payment from a former employee. Oslo District Court ruled in favour of Lorentzen & Stemoco AS. The case was appealed to Borgarting Court of Appeal, where an oral hearing was held at the end of April 2019. The Court of Appeal dismissed the appeal and found that the District Court's judgment was correct. Both courts concluded that the employer had the right to manage and decide the terms and conditions for bonus payments at its own discretion. The employer had not waived its prerogative and the employee had no legal basis for his claim. The case raised important and general legal issues regarding the employer's managerial prerogative related to bonus and incentive schemes. The judgments are in line with similar cases from the Courts of Appeal and the Supreme Court, and provide further guidance for employers using bonus schemes for its employees. Oslo city court gave its judgement in favour of Lorentzen & Stemoco AS. The court concluded that the employer had the right to manage and decide the terms and conditions for bonus payments at its own discretion. The employer had not waived its prerogative in this particular case and the employee had no legal basis for his claim. The case thus raised important and general legal questions regarding the employer's managerial prerogative related to bonus and incentive schemes. The judgement is in line with similar cases from the High courts and the Supreme Court, and provides further guidance for employers using bonus schemes for its employees. The employee has appealed the judgement, and the case is listed for hearing in the High Court in the end of April 2019.

### **Contract automation project for labor law agreements and templates**

Assisted Schibsted ASA in a large-scale automation project where the Schibsted group has automated their different employment contracts using Wiersholms Smart Template solution. Schibsted has achieved increased quality and reduced time spent internally from managers and HR on preparing and signing employment contracts. Close cooperation between Wiersholms lawyers and programmers and Schibsted as client has been important to ensure automated contracts still tailored to Schibsteds needs and practices and high standard of compliance.

### **Assistance in notification and personnel matters**

Adviser for public activities in notification and personnel matters. Advice related to investigation of warnings, assessment of measures and follow-up of retaliation claims

### **Case concerning termination of employment following reorganisation and outsourcing**

Assistance to Dagbladet AS in connection with a dismissal case regarding transfer of undertakings and the employer's liability in a group of companies. Dagbladet won the case in Oslo District Court and in the Court of Appeal.

### **Work experience**

Partner, Wiersholm, 2018

Managing Associate, Wiersholm, 2014

Senior Associate, Wiersholm, 2012

Deputy Judge, Asker and Bærum District Court, 2010

Associate, Wiersholm, 2008

### **Education**

Master of Laws, University of Oslo, 2007

Cand.mag., University of Trondheim, 2001

Social Work, College of Tør-Trøndelag, 2001

One-year foundation level subject in social economics, Norwegian University of Science and Technology, 1999

### **Membership**

Board member, Norsk Arbeidsrettslig Forening, 2016

Leader, JUS Fagforum within employment law, 2018

Co-editor, Gyldendal Rettsdata - Employment law,

### **Awards**

Band 2, Chambers Europe, Employment, 2024

Leading Individuals, Legal 500, Employment, 2024

Topp 10, Advokatundersøkelsen, Finansavisen, Employment, 2024

Topp 10, Advokatundersøkelsen, Finansavisen, Employment Law, 2023

Band 2, Chambers Europe, Employment, 2023

Band 2, Chambers Europe, Employment, 2022

Band 3, Chambers Europe, Employment - Norway, 2021

Band 3, Chambers Europe, Employment, 2020