

Per Benonisen

Partner, Head of Employment, Norway



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Per Benonisen focuses on Employment Law and has over 20 years' experience in advising major companies as well as private individuals on all aspects of employment law.

He has a broad scope of employment law experience with main emphasis on individual employment law. However, he also works with collective employment law and has handled a number of major reorganisations.

In other respects Per assists clients with on-going employment law advice and specific individual cases. Examples of fields of work are regulations concerning employees' rights of codetermination, secondments, preparation of employment contracts, work regulations, ethical guidelines and personnel handbooks, termination of employment, personal privacy protection at the place of work, HMS, various kinds of negotiations and preparation of routines and standard documents.

Per regularly works as an external examiner in the Law Faculty at the University of Oslo. He has lectured at national and

international seminars and has convened internal courses within employment law for a number of clients.

Credentials

Education	University of Oslo, Candidate of Jurisprudence	1993
	Economic college, B.A in International Business	1990

Memberships	Member of The Norwegian Bar Association.
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Experience

Prior experience	Partner, DLA Piper Norway	2000 -
	Lawyer, DLA Piper Norway	1998 - 2000
	Associate, DLA Piper Norway	1993 - 1998
	Consultant, Miljøverndepartementet	1993

Rankings

The Legal 500, 2024 Per is recommended for *Employment* by The Legal 500, 2024.



Chambers & Partners Europe, 2024 Ranked "Band 2", Employment. One client says:
"Per Benonisen has strong and wide competence, is always available for discussions and delivers in a good timely manner."



The Legal 500, 2023 *'Per Benonisen is very knowledgeable within his field of expertise and is a very good discussion partner. He is very responsive, and always reverts back immediately if there is an urgent matter.'*



'Per Benonisen is very thorough, knowledgeable, accessible and flexible. He provides a good service and produces good results.'

Per is recommended for *Employment* by The Legal 500, 2023.

Chambers & Partners Europe, 2023 Per Benonisen has experience on a wide range of employment matters including acting on reorganisations and redundancies. One client says: *"Per Benonisen is always dedicated and knowledgeable, and has a calm approach."*



The Legal 500, 2022 *'Per Benonisen is a very experienced lawyer, whom we have used for several years. He always gives advice which is commercial and correct. Great person and understands our business well.'*



'Per Benonisen is a true expert, and he does not only handle the law issues, he handles the people concerned by it. Both sides of the table acknowledge his wisdom and ability to solve issues. He is extremely service-minded, and always available no matter how busy he is.'

Per is recommended for *Employment* by The Legal 500, 2022.

Chambers & Partners Europe, 2022 Per Benonisen heads the practice from the firm's office in Oslo and has experience on a wide range of employment matters including acting on reorganisations and redundancies. A client comments: *"Per has business acumen, is efficient in solving matters and has an extremely pragmatic approach."*



The Legal 500, 2021 Per is recommended for *Employment* by The Legal 500, 2021.



Chambers & Partners
Europe, 2021

Per Benonisen frequently acts on reorganisations and redundancies. One client appreciates his *"very clear communication on complicated matters,"* adding: *"He sees the bigger picture, and really understands our business and how to create value. He is efficient and always approachable."*

CHAMBERS
AND PARTNERS

The Legal 500, 2020

"Per Benonisen stands out with extremely good skill in labour law. He is well prepared and looks into all details that could create difficulties in the HR area. He is also willing to share his knowledge, so I'm well prepared in difficult situations. Per is the first person I call if I don't know the answer."

THE
LEGAL
500

Per is recommended for *Employment* by The Legal 500, 2020.

Chambers & Partners
Europe, 2020

Per Benonisen is highly active within the market, regularly advising on reorganisations and redundancies as well as employee contracts and regulations. A client says: "I'm impressed by his way of looking into details – but at the same time seeing the whole picture." Another client adds that he "has an enormous amount of competence in the field of employment law. He knows our company very well and is honest and straightforward regarding the cases we come to him."

CHAMBERS
AND PARTNERS

The Legal 500, 2019

DLA Piper 'goes above and beyond for its clients' and has 'a professionalism, attitude and thoroughness that makes it very trustworthy'. Practice head Per Benonisen 'brings a wealth of experience to every matter he works on'; he recently advised Spotify on its employment contracts and assisted Discovery Networks Norway with its reorganisation. Other key names include associate partner Gunn Kristin Olimstad and lead lawyer Kaja Kaarby, who has 'a 360 degree approach to matters and provides outstanding advice'

THE
LEGAL
500

Chambers & Partners
Europe, 2019

"Per Benonisen of Advokatfirma DLA Piper leads the firm's employment team and advises on employee training and contracts, as well as major reorganisations and related dismissals. One client notes: "I've learned a lot from working with him. He easily and quickly understands the issues and comes up with good solutions."

CHAMBERS
AND PARTNERS

The Legal 500, 2018

"DLA Piper leverages its global network to advise on cross-border assignments including reorganisations, international incentive schemes and TUPE issues. Practice head Per

THE
LEGAL
500

Benonisen and Gunn Kristin Olimstad are recognised for their reorganisation and collective redundancy work. Sony Music Entertainment Norway and Discovery Networks Norway are clients."

The Legal 500, 2017 DLA Piper regularly advises on cross-border mandates and has expertise in reorganisations as well as collective redundancies; practice head Per Benonisen advised Discovery Networks Norway on its reorganisation. Gunn Kristin Olimstad is recommended.



Chambers & Partners Europe, 2017 "Several clients remark on their strong working relationships with Per Benonisen, with one appreciating that "he is really sincerely interested and engaged in everything that concerns our company and my role in the company. He has so much integrity doing his job that he goes the extra mile to support us in the very best way." His practice covers all areas of employment law, from advice on contracts and employee handbooks to large reorganisation and redundancy processes and TUPE regulations."



The Legal 500, 2016 "DLA Piper regularly advises on cross-border mandates and has expertise in reorganisations as well as collective redundancies; practice head Per Benonisen advised Discovery Networks Norway on its reorganisation."



Chambers & Partners Europe, 2016 Per Benonisen is a respected practitioner whose expertise includes corporate reorganisations and mass redundancies. He is also experienced in TUPE matters, regulatory issues, contracts and privacy issues. One client says: "I am confident in his judgement, so whenever I am in doubt as to how to handle a situation I appreciate his responses."



The Legal 500, 2015 DLA Piper workload ranges from ad hoc advisory work to high-level strategic support, often with an international angle. 'Extremely good' restructuring expert Per Benonisen heads the team.



Chambers & Partners Europe, 2015 Per Benonisen is "very committed and good to work with. He never rests – if there's something outstanding he pushes to complete it," say clients. His broad range of expertise includes TUPE issues, contracts, disciplinary and termination matters and privacy issues.



The Legal 500, 2014

Led by Per Benonisen, DLA Piper's three-partner team handles contentious and non-contentious work for domestic and international clients including Aller Media, NCC Construction and Pfizer. Alongside Knud Knudsen, Benonisen successfully represented ESS Support Services against a claim made by two employees challenging the employer's right to move employees from one offshore installation to another. Annette Mittet Gjertsen is 'responsive and service-oriented'.



Chambers & Partners
Europe, 2014

"Clients enjoy working with Per Benonisen, who they describe as "full of energy: he digs into new areas when necessary and is extremely well prepared in court."
Benonisen is also noted for combining business understanding with strong people skills."



Services



Employment



Employment